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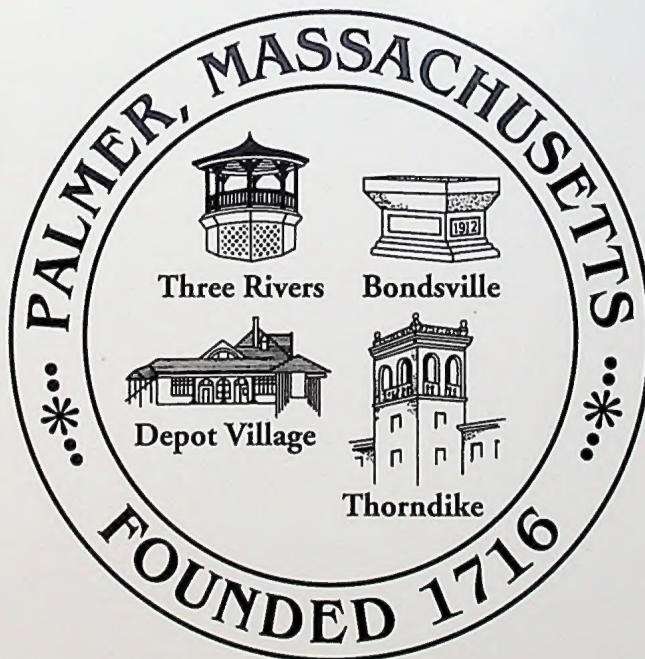
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TOWN OF PALMER

FISCAL YEAR 2019

ANNUAL REPORT



JULY 1, 2018 – JUNE 30, 2019

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Palmer

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FACTS ABOUT PALMER

SETTLED	1716
INCORPORATED AS A DISTRICT	1752
ACCEPTED AS A TOWN	1776
LOCATION	About 15 miles east of Springfield on Rte 20
HIGHEST ELEVATION	Colonel's Mountain 1179 feet
POPULATION	11,476
FORM OF GOVERNMENT	7-Member Town Council Town Manager
TAX RATE – FY2019	
TOWN	\$20.64 per \$1,000.00 of evaluation
FIRE DISTRICT TAX	
DISTRICT #1	\$1.44 per \$1,000.00 of evaluation
DISTRICT #2	\$2.27 per \$1,000.00 of evaluation
DISTRICT #3	\$2.11 per \$1,000.00 of evaluation
DISTRICT #4	\$2.95 per \$1,000.00 of evaluation
NUMBER OF DWELLINGS	Approximately 4,340
PROPERTY VALUATION	\$950,424,309.00
AREA	Approximately Land 20,110.00 acres; Water 457.5 acres; Total 20,568.4 acres; Square Miles: 32.14
HOSPITAL	Baystate Wing Memorial Hospital
STREETS AND HIGHWAYS	Approximately 150 miles
PUBLIC SCHOOLS	Palmer Middle/High School Old Mill Pond Elementary Pathfinder Regional Technical High School
FIRE PROTECTION	Four Fire Districts: Palmer Fire District 1: Chief Alan Roy heads a 15-member call force with a full time Deputy Chief, Captain and two firefighters;

FIRE PROTECTION (CONT)

Three Rivers Fire District 2:

Chief Scott Turner heads a 22-member call force;
Bondsville Fire District 3:

Chief John Daniels heads a 23-member call force;
Thorndike Fire and Water District 4 is protected by
Palmer Fire District 1.

TRANSPORTATION

PVTA Village Bus, Peter Pan Bus (Walnut Street,
Palmer), Council on Aging Van for transportation for
seniors.

POLICE

Well established full-time police department and
Emergency Dispatch center headed by Chief of Police,
John Janulewicz

RECREATIONAL FACILITIES

Walter (Beebe) Chase Memorial Park,
Legion Field, Eager Playground, Palmer, Nick Laviolette
Park, Three Rivers, Hymowitz Park at Three Rivers
Common, and Endelson Playground, Bondsville.

PUBLIC LIBRARY

1455 North Main Street, Palmer

GOVERNMENTAL DISTRICT
AND REPRESENTATIVES FOR THE
TOWN OF PALMER

UNITED STATES SENATORS

Elizabeth Warren, Democrat
Edward Markey, Democrat

REPRESENTATIVE IN U.S. CONGRESS

First Congressional District
Richard E. Neal

Second Congressional District
James P. McGovern

EXECUTIVE COUNCIL

Seventh Councilor District
Jennie Caissie

SENATOR IN GENERAL COURT

Worcester, Hampden, Franklin
and
Hampshire Senatorial District
Anne Gobi

REPRESENTATIVE IN GENERAL
COURT

First Hampden Representative District
Todd M. Smola

HAMPDEN COUNTY DISTRICT
ATTORNEY

Anthony D. Gulluni

BOARDS AND COMMITTEES

BOARD OF APPEALS

Norman Z. Czech (Exp. 2020)
Dennis Fountain (Exp. 2021)
Ingrid Thompson (Exp. 2021)
Walter Solzak, Alt. (Exp. 2021)
Vacant (Exp. 2021)

BOARD OF ASSESSORS

Lawrence M. Jasak (Exp. 2019)
Michael J. Burns (Exp. 2020)
Robert Leroux (Exp. 2021)

BOARD OF REGISTRARS

Susan Coache, Town Clerk (Exp. 2019)
Chester Topor (Exp. 2020)
Carol Murphy (Exp. 2021)
Margaret Higgins (Exp. 2021)

BOARD OF HEALTH

Paul Benard (Exp. 2021)
John Lukaskiewicz (Exp. 2020)
Jayne Heede (Exp. 2019)
Josh Mathieu, Health Agent

CONSERVATION COMMISSION

Donald R. Duffy (Exp. 2021)
Peter Izyk (Exp. 2020)
Sarah Brodeur (Exp. 2020)
David Cotter (Exp. 2019)
Vacant
Vacant
Angela Panaccione, Conservation Agent

COUNCIL ON AGING

Genevieve Bates (Exp. 2020)
Ernie Charland (Exp. 2021)
Linda Lamay (Exp. 2018)
Mary Hubert (Exp. 2021)
Peggy Corriveau (Exp. 2020)
Betty Koss (Exp. 2020)
Ruth Manning (Exp. 2019)
Debbie Nathanson (Exp. 2019)
Sharon Lemieux (Exp. 2018)

ECONOMIC DEVELOPMENT COMMITTEE

Sarah Szczebak, Community Development Director
Linda Leduc, Planner
Robert Leroux, Assessor
John Kuzmiski, Accountant
Charles Blanchard, Town Manager

HISTORICAL COMMISSION

John Fox (Exp. 2019)
Frances Nowak (Exp. 2020)
Stephen Nowak (Exp. 2020)
Kevin Kopacz (Exp. 2019)
Barbara O'Donnell (Exp. 2021)
Lisl Donaldson (Exp. 2021)
Lisa Wosniakowski (Exp. 2021)

LICENSE COMMISSIONERS

Richard L. Fitzgerald (Exp. 2021)
Robert Frydryk (Exp. 2021)
Charles T. Blanchard
Mary Salzmann (Exp. 2019)
Michael Magiera (Exp. 2018)

OPEN SPACE & RECREATION COMMITTEE

Angela Panaccione, Conservation Agent
Linda Leduc, Town Planner
Michael Marciniak, Planning Board
Alice Davey, Community Development
David Cotter, Resident
Bonnie Weeks, Zoning Officer
Donald Blais, Jr, Town Council
Jim Ostrout, Recreation Director
Tharyn Nein-Large, Conservation Comm.
Sean O'Donnell Conservation Comm.

PALMER CULTURAL COUNCIL

Carol Holden (Exp. 2020)
Jayne Heed (Exp. 2019)
Nancy Roy (Exp. 2020)
Laura Hicks (Exp. 2019)
Donald Blais, Jr (Exp. 2021)

PALMER HOUSING AUTHORITY

Mildred Jasak (Exp. 2019)
Russell Webb (Exp. 2020)
Victoria Miner (Exp. 2021)
David Bussell – State Appointee

PALMER REDEVELOPMENT AUTHORITY

Jan McCoy (Exp. 2021)
Joseph Turek (Exp. 2019)
Albert Lasota (Exp. 2020)
Vacant
(Vacant – State Appointee)

TOWN COUNCIL SUBCOMMITTEES

TOWN MANAGER GOALS COMMITTEE

Lorinda Baker
Michelle Sikes
Karl Williams

ORDINANCE REVIEW COMMITTEE

Michelle Sikes
Mary Salzmänn
Robert Lavoie

TOWN COUNCIL RULES REVIEW COMMITTEE

Matthew Lemieux
Karl Williams
Mary Salzmänn

ECONOMIC DEVELOPMENT LIASON

Karl Williams

BUDGET SUBCOMMITTEE

Barbara Barry
Lorinda Baker
Matthew Lemieux

TOWN MANAGER PERFORMANCE EVALUATION UPDATE COMMITTEE

Barbara Barry
Mary Salzmänn
Matthew Lemieux

SCHOOL COMMITTEE LIASON (PALMER PUBLIC SCHOOLS)

Barbara Barry

PATHFINDER LIAISON

Robert Lavoie

GREEN COMMUNITIES COUNCIL REPRESENTATIVE

Michelle Sikes

PVTA ADVISORY BOARD

Paul Burns

CONVERSE MIDDLE SCHOOL REUSE COMMITTEE

Lorinda Baker
Robert Lavoie
Barbara Barry

ELECTED OFFICIALS

COUNCILORS AT LARGE

Robert Lavoie (Exp. 2020)
Mary Salzmänn (Exp. 2019)
Lorinda Baker (Exp. 2021)

DISTRICT COUNCILORS

Michelle T. Sikes, District #1 (Exp. 2020)
Barbara A. Barry, District #2 (Exp. 2021)
Karl Williams, District #3 (Exp. 2021)
Matthew Lemieux, District #4 (Exp. 2019)

PLANNING BOARD (4 yrs.)

Michael Marciniec (Exp. 2019)
Paul Burns-Johnson (Exp. 2019)
Norman Czech (Exp. 2018)
Kathleen Burns (Exp. 2020)
Thomas Skowyra (Exp. 2020)

SCHOOL COMMITTEE (4 yrs.)

Gary A. Blanchette (Exp. 2021)
Andrea Mastalerz (Exp. 2019)
Lisa Murray (Exp. 2020)
James Lynch (Exp. 2019)
Bonny Rathbone (Exp. 2020)

PATHFINDER REGIONAL SCHOOL COMMITTEE

Michael J. Cavanaugh (Exp. 2020)
David M. Droz (Exp. 2019)

APPOINTED OFFICIALS

Town Manager	Charles T. Blanchard
Director of Municipal Finance/Town	John Kuzmiski
Accountant	
Economic Development Director/Town Planner	Linda Leduc
Town Clerk	Susan Coache
Community Development Director	Sarah Szczebak
Veteran's Agent/Burial Agent/Graves Officer	Troy Brin
Town Counsel	Charles Ksieniewicz
Building Inspector	Bonita Weeks
Gas Inspector	Gary Stahelski
Electrical Inspector	Gerald Weston
Plumbing Inspector	Gerald Nichols
Forest Warden	Alan Roy
Animal Inspector/Dog Officer	Sydney Plant
Sealer of Weights & Measures	Joseph Serrato/Susan Petzold
Director of Public Safety	John Janulewicz
Treasurer	Linda St. Onge
Tax Collector	Carolyn Baldyga
Emergency Management Director	Donald C. Elliott, Jr.
Town Assessor	Robert Leroux
Department of Public Works Director	Gerald Skowronek
DPW Operations Division Director	Joseph Sawicki
DPW Wastewater Division Director	Kenneth Lord
Board of Health Agent	Joshua Mathew
Council on Aging Director	Marlene Johnson
Pioneer Valley Planning Commission	Michael Marciniac
Environmental Certifying Office Hearings Officer/Building Code Violations	Bonita Weeks

TELEPHONE DIRECTORY

For Questions Regarding:	Call this Department:	Phone:
Appeals (zoning issues)	Appeals, Board of	283-2605
Assessments, Abatements	Assessors, Board of	283-2605
Building Permits, Electric Permits, Plumbing, gas & wiring Permits, Zoning Enforcement	Building Inspector	283-2638
Burial Records, Cemetery Plots	Cemetery	283-2615
Emergency Preparedness, Catastrophe	Civil Defense	283-8792
Future planning for Palmer	Community Development Dept. Palmer Redevelopment Authority	283-2614 283-2605
Wetlands Management	Conservation Commission	283-2611
Senior activities, Information & Transportation	Council on Aging	283-2670
Animal Control	Dog Officer	283-7770
Health, Sanitation, Septic Permits/Title V, Food & Beverage License & Tobacco License	Health, Board Of	283-2606
Road Maintenance, snow & ice removal	Department of Public Works	283-2615
Federally funded elderly housing	Palmer Housing Authority	283-9311
All library services	Palmer Public Library	283-3330
Park & Field Maintenance	Department of Public Works	283-2615
Planning, Land Use, Zoning	Planning Board	283-2605
Public Schools	Schools:	
	Old Mill Pond Elementary	283-2630
	Palmer High School	283-2621
	Pathfinder Regional Vocational Technical High School	283-9701
	Superintendent of Schools	283-2650
Scale, Weight Certification	Sealer of Weights & Measures (Residence)	283-4070
Committee Appointments, Class I, II & III Licenses, Amusement/Entertainment Licenses, Street Entrance, Street Excavation	Town Manager	283-2603
Parking Tickets, Property & Excise Tax Bills	Tax Collector	283-2601
General Accounting	Town Accountant	283-2602
Births, Deaths, Marriages, Dog Licenses, Business Certificates, Elections & Voter Registration	Town Clerk	283-2608
Bill Payment, Payroll, Insurance Benefits	Town Treasurer	283-2694
Veteran's Information/Referrals Benefits	Veteran's Agent	283-2610
EMERGENCY NUMBERS - 911	Fire - Bondsville	283-9036
	Fire - Palmer	283-3861
	Fire - Three Rivers	283-7161

TOWN MANAGER

I herewith submit the report of the Town Manager for the Town of Palmer for the period July 1, 2018 to June 30, 2019.

I begin by expressing my sincere appreciation for all of the dedicated department heads, town staff, elected officials and the numerous volunteers who serve on the many boards, commissions and committees for all of their hard work and commitment to make Palmer a great community in which to live, and for their contributions to this year's important accomplishments listed below. I note with sadness the passing this year of Emergency Management Director Donald C. Elliott, Jr. and Sealer of Weights and Measures Joseph Serrato. Both of these individuals served our community with great competence and dedication for many years.

Some of the accomplishments of the Town during FY19 are:

- The Police Department held a very successful and well-received Citizens' Police Academy in March.
- A Request for Qualifications for a Developer to convert the former Converse Middle School into Senior Affordable Housing and a Community Center was issued in April. Unfortunately no responses were received. Planning for a viable re-use of this important building will continue.
- A Municipal Vulnerability Workshop was held in February under the leadership of the Conservation Commission with the assistance of the Pioneer Valley Planning Commission. Priorities were identified that will be addressed as time and funding allow.
- The final draft of the Ordinances, Policies and Code of the Town of Palmer has been completed and the publication of the document, including indexing and posting by eCode 360 on the Town's website, is scheduled to be completed by December, 2019.
- The Finance Director completed the review of the Financial Policy recommendations made by the Division of Local Services funded by a community Development Grant and proposed policies for adoption by the Town Council.
- After encountering problems with several sites under consideration for the new Regional Animal Shelter, an excellent location at 87 Brimfield Road in Warren was selected. An additional grant of \$133,000 was received and in June the Town Council appropriated \$225,000 from Free cash to fund Palmer's share of the \$800,000 facility. The new Regional Shelter should be ready for use by June, 2020.
- The Town completed the purchase of all streetlights from National Grid with the help of a Green Community Grant and is converting them to energy efficient LED lighting. The new lights should be in place by October, 2019.

- The Town has been working with The Microgrid Institute and National Grid on a grant-funded project to evaluate the benefits of building a Microgrid Emergency Power Backup System at the Thorndike Mills utilizing hydropower and solar renewable energy with on-site storage. Hopefully this will receive additional grants that will aid in the redevelopment of this historic mill complex.

As I announced last year, I will retire on June 30, 2019. I was initially hired as Interim Town Manager on July 1, 2011 and became Town Manager in January, 2012. It has been an honor and a privilege to serve as your Town Manager for the past eight years.

I would like to thank the members of the Town Council that I have worked under for their support during my time in Palmer and for the leadership they have provided in establishing the policies and goals that have allowed Palmer to move forward. Among our most significant accomplishments are:

- The construction of a much needed Police Headquarters.
- The renovation of the Palmer Town Administration Building.
- The rebuilding of the deteriorated Tennis Courts at the School Complex.
- The restoration of the Town's administrative support staff to full-time positions with benefits.
- The improvement in the Town's financial position to allow the establishment of an annual Capital Improvement Plan and the build-up of reserve funds to levels within the range recommended by the Division of Local Services.

Palmer is an outstanding community in which to live and work and I extend my best wishes for your continued growth and success in the future.

Respectfully submitted,
Charlie Blanchard
Town Manager

TOWN COUNCIL

I hereby submit the report of the Town Council of the Town of Palmer for Fiscal Year 2019. The Town Council continually strives to move the Town forward and to offer quality services to the residents of Palmer. We are excited about all the great things that are happening in town.

Community Projects

Over the past several years we have made great progress in upgrades to buildings and town infrastructure. During the past year through the hard work and efforts of many individuals, this continued. A lot of these projects would not have been possible without the support of the community and many volunteers. The following are some of the projects that were completed in the past year:

- Completion of the walking trail at Laviolette Field
- Renovation of the bathroom facilities at Laviolette Field
- Completion of the new park in Thorndike
- Improvements/Upgrades to the Landscaping at the Town Hall and Palmer Public Schools Campus
- Completion of a ¼ mile ADA compliant loop trail in Bondsville

Citizen Engagement

In March, the Police Department held a Citizens Police Academy. This program was well attended and will be offered again in the future.

The Town Council continues to hold community meetings three times per year in order to update residents on the issues that the Council, Town Manager and town staff are working on as well as to give residents an opportunity to bring issues and concerns to the Council. We continue to be encouraged by the level of participation.

Code Red

If you haven't already done so....we encourage you to sign up on the Town's website for CodeRed. This is a community notification and Severe Weather Warning System. Signing up for this service allows the town to easily deliver important and time-sensitive information to you.

Town Manager

On June 30, 2019, Charlie Blanchard retired after serving as Town Manager for eight years. We wish Charlie a happy and healthy retirement and thank him for his service to our community.

On July 1st, Ryan McNutt, started his employment with the Town as the new Town Manager. We look forward to working with Ryan and welcome him to Palmer.

We would like to thank the Town Manager, all staff, members of boards and committees and all the many dedicated volunteers who work to make Palmer a great community to live.

We encourage you to get involved. You can make a difference. We look forward to working together in the coming year as we continue to move Palmer forward.

Respectfully Submitted,

Barbara A. Barry
Town Council President

Town Clerk

MARRIAGES 2018-2019

JULY:

6	Adam Richard Walker-Zwyrbla	Palmer	Janice Rose Czaplicki	Palmer
8	Taylor Cavanaugh	Prosper	Sarah B. Lecours	Palmer
15	Jonathan M. Janosz	Warren	Allyson J. Sweet	Charlton
21	Tyler W. Darling	Palmer	Kimberley J. Feltner	Palmer
21	Walter T. Ritter	Sweeden	Ashley E. Anderson	Brownsville
23	Benedikt Butschek	Austria	Briana C. King	Palmer

August:

6	John W. Perkins	Palmer	Shanna M. Supczak	Palmer
18	Jared W. Bolduc	Palmer	Kelley N. Clark	Palmer
25	Zachary M. Korb	West Hartford	Tiffany A. Moufarrej	West Hartford
25	Spencer R. Scannell	Ludlow	Rosalee J. Peterson	Monson
30	Daniel R. Hotte	Palmer	Samantha M. Plouffe	Warren
31	Robert J. Bellerose	Palmer	Francine A. Martinez	Palmer
31	Nicholes R. Seguin	Palmer	Jacquelyn R. Sweeney	Palmer

September

1	Matthew J. Marciniac	Palmer	Shannon E. Supczak	Palmer
12	Michael J. Lawson	Palmer	Laura L. Lacrosse	Palmer
16	Nathan C. Fortune	Warren	Sarah A. Brodeur	Palmer
22	Anthony Scot Federline	Warren	Melanie Anne Barbieri	Warren
29	Corey Sean Blanchette	Palmer	Tamika Elizabeth Milner	Palmer

October

7	Aaron Jablonski	Palmer	Melinda S. Stalnecker	Palmer
13	James Francis Nallett	Palmer	Carrie Lynn Saldo	Pittsfield
15	Danilo Rodriguez	Palmer	Hannah E. Broughton	Palmer
21	Frank Frederick Pinette	Palmer	Danielle Marie Vezina	Palmer
23	Scot A. Ferguson	Monson	Cynthia L. Heine	Monson
27	Dan Daigle	Palmer	Holly A. Marciniac	Palmer
29	Matthew E. Dacruz	Palmer	Angelina M. Cushing	Palmer

November

8	Scott S. Rizzo	Warren	Denise M. Byrne	Warren
13	Austin J. Vadnais	Palmer	Jessica C. French	Palmer
26	Tyler J. Bigda	Palmer	Laura J. Outhuse	Palmer

December

1	Kyle Kachinski	Palmer	Luz Celeste Segarra Ramos	Ware
8	Jeremy Thomas Bedson	Monson	Carrie Ann Wilkinson	Monson
15	Jared A. Boucher	Monson	Leyna S. Fernandes	Palmer
20	Philip A. Gallo	Palmer	Samantha L. Dube	Palmer
31	Jesse L. Moore	Palmer	Alysha M. Trzcinski	Palmer

DEATHS 2018-2019

July

2	Lemoine, Rose	92
6	Pardo, Victor	63
7	Parker, Steven	61
11	Cavanaugh, Joseph	83
11	Dejordy, Richard	71
14	Bukowski, Robert	75
14	McCarthy Sr., Robert	84
17	Shaw, Patricia	76
17	Gonzalez, Yezenia	31
19	Pierce, Louise	79
20	O'Connor, Jeremiah	84
28	Opielowski, Philip	65
28	Dutra, Maria	82
31	Rooney, Kelly	55

August

1	Matthes Jr., Ernest	93
5	Roy, Ronald	91
6	Banas Jr., Felix	79
8	Rondeau, Richard	75
8	Marcelli, Barbara	76
10	Choquette, Edward	87
14	Drake Jr., Ralph	80
14	Wood, Jeffrey	75
17	Foley, Geraldine	94
25	Alonzo, Michael	60
27	Parda, Ruth	88

September

1	Lewonchuk, Cecelia	94
1	Gendron, Frances	89
4	Leboeuf, Eugene	79
11	Soucie, Lawrence	83
11	Mettig, Ruth	73
15	Wingler, Claire	91
18	Before, Ann	57
22	Collins, Kasie	32
23	Brouillette, Gloria	73
24	Santucci, Joseph	86
26	Breen, Cynthia	77
29	Sarrette, Hillary	35

October

2	Gates, Margaret	75
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3	Gouvin, Mildred	91
4	Pepe, Matthew	12
4	Barnagian, Grace	87
5	Power, Carolyn	83
12	Chabot, Mark	61
12	Reynolds, Christopher	65
13	Higgins, Margaret	75
14	Bressette, Sylvia	53
16	Hopfe, Robert	84
16	Izyk, Joseph	69
17	Bacon Jr., Robert	57
20	Mitchell, James	84
20	Brewer, Robert	70
22	Gage Sr., Neil	77
22	Queiros, James	85
24	Hall, Veronica	91
29	Sullivan, James	61
31	Brunk, Elizabeth	87

November

3	Carter, Mary	72
5	Volk, Randall	57
6	Rheaume, Gaylord	78
7	Gould, Yvette	93
16	Garon, Nancy	70
18	Critelli, Michael	60
21	Tenczar, Jeannette	90
23	Doyle, Edward	84
26	Germain, June	89
27	Witkowski, Harriet	95
28	Collins, Ruth	78
30	Floyd, Genevieve	84

December

2	Knight, Frederick	90
2	Dargis, Marc	64
3	Clink, Mark	60
4	Grimes, Leonard	84
4	Nowak, Gloria	91
4	Piesyk, Bruce	56
9	Fitzgerald, Shirley	83
15	Bosquet Sr., George	70
13	Strindberg, Michael	43
19	Melendez Sr., Julio	87
20	Fish, Mathew	77
25	Dimitropolis, Anthony	77

26	Desforbes, Robert	97
29	Flebotte Jr., Thomas	41
29	DeWolf, Thomas	79

TOWN OF PALMER OFFICIAL RESULTS

State Primary - September 4, 2018

OFFICIAL RESULTS

	Precinct 1A	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Totals
DEMOCRAT						
Senator in Congress						
Blank	3	27	30	30	37	127
Elizabeth A. Warren	22	143	156	205	131	657
Write In	1	3	5	8	5	22
Governor						
Blank	11	50	62	65	48	236
Jay M. Gonzalez	8	75	74	111	64	332
Bob Massie	5	42	52	59	59	217
Write In	2	6	3	8	2	21
Lieutenant Governor						
Blank	9	57	68	82	54	270
Quentin Palfrey	10	81	78	103	67	339
Jimmy Tingle	6	34	45	58	52	195
Write In	1	1	0	0	0	2
Attorney General						
Blank	6	33	25	32	32	128
Maura Healey	20	137	164	209	140	670
Write In	0	3	2	2	1	8
Secretary of State						
Blank	3	10	15	10	13	51
William F. Galvin	18	129	152	189	135	623
Josh Zakim	5	34	24	43	25	131
Write In	0	0	0	1	0	1
Treasurer						
Blank	6	47	47	50	45	195
Deborah B. Goldberg	20	124	144	192	128	608
Write In	0	2	0	1	0	3

Auditor						
Blank	7	45	47	52	40	191
Suzanne M. Bump	18	126	144	190	133	611
Write In	1	2	0	1	0	4
Rep. Congress 1st Dist.						
Blank		4	0	2	2	8
Richard E. Neal		131	160	194	135	620
Tahirah Amatul-Wadud		38	31	47	36	152
Write In		0	0	0	0	0
Rep. in Congress 2nd Dist.						
Blank	7					7
James P. McGovern	19					19
Write In	0					0
Councillor						
Blank	12	57	62	75	53	259
Paul M. DePalo	14	115	129	168	120	546
Write In	0	1	0	0	0	1
Senator in General Court						
Blank	4	35	28	30	29	126
Anne M. Gobi	22	137	162	213	144	678
Write In	0	0	1	0	0	1
Representative in General Court						
Blank	10	56	56	75	59	256
Tanya V. Neslusan	16	116	134	167	114	547
Write In	0	1	1	1	0	3
District Attorney						
Blank	7	32	28	38	25	130
Anthon D. Gulluni	19	139	163	202	148	671
Write In	0	2	0	3	0	5

Clerk of Courts						
Blank	10	45	48	51	40	194
Laura S. Gentile	16	127	143	190	133	509
Write In	0	1	0	2	0	3
Register of Deeds						
Blank	5	33	39	40	42	159
C. Coakley-Rivera	20	134	148	199	129	630
Write In	1	6	4	4	2	17
REPUBLICAN						
Senator in Congress						
Blank	0	10	7	2	2	21
Geoff Diehl	15	56	74	45	53	243
John Kingston	10	69	63	38	48	228
Beth Joyce Lindstrom	4	32	25	15	17	93
Write In	0	0	0	1	0	1
Governor						
Blank	0	1	1	1	2	5
Charles D. Baker	18	91	86	56	72	323
Scott D. Lively	11	75	82	44	46	258
Write In	0	0	0	0	0	0
Lieutenant Governor						
Blank	5	50	50	29	26	160
Karen E. Polito	24	116	118	71	93	422
Write In	0	1	1	1	1	4
Attorney General						
Blank	4	35	31	15	10	95
James R. McMahon, III	18	89	96	61	76	340
Daniel Shores	7	43	42	25	33	150
Write In	0	0	0	0	1	1
Secretary of State						
Blank	7	56	62	34	32	191
Anthony M. Amore	21	111	106	67	88	393

Write In	1	0	1	0	0	2
Treasurer						
Blank	9	59	61	36	35	200
Keiko M. Orrall	20	108	108	65	85	386
Write In	0	0	0	0	0	0
Auditor						
Blank	10	61	59	36	37	203
Helen Brady	19	106	110	65	83	383
Write In	0	0	0	0	0	0
Rep in Congress 1st Dist						
Blank		150	157	81	112	500
Write In		17	12	20	8	57
Rep in Congress 2nd Dist						
Blank	3					3
Tracy Lyn Lovvorn	14					14
Kevin William Powers	12					12
Write In	0					0
Councillor						
Blank	7	61	60	38	37	203
Jennie L. Caissie	22	106	109	63	83	383
Write In	0	0	0	0	0	0
Senator in General Court						
Blank	5	44	42	24	27	142
Steven R. Hall	24	122	127	77	93	443
Write In	0	0	0	0	0	0
Rep in General Court						
Blank	2	25	24	7	17	75
Todd M. Smola	27	141	144	93	102	507
Write In	0	1	1	1	1	4
District Attorney						

Blank	25	153	155	88	114	535
Write In	4	14	14	13	6	51
Clerk of Courts						
Blank	25	156	157	87	114	539
Write In	4	11	12	14	6	47
Register of Deeds						
Blank	9	59	65	37	36	206
Marie Angelides	20	107	103	61	84	375
Write In	0	1	1	3	0	5
LIBERTARIAN						
Senator in Congress						
Blank	0	0	0	0	0	0
Write In	0	1	0	1	0	2
Governor						
Blank	0	0	0	0	0	0
Write In	0	1	0	1	0	2
Lieutenant Governor						
Blank	0	0	0	1	0	1
Write In	0	1	0	0	0	1
Attorney General						
Blank	0	0	0	0	0	0
Write In	0	1	0	1	0	2
Secretary of State						
Blank	0	0	0	1	0	1
Write In	0	1	0	0	0	1
Treasurer						
Blank	0	0	0	1	0	1
Write In	0	1	0	0	0	1

Auditor						
Blank	0	0	0	1	0	1
Daniel Fishman	0	1	0	0	0	1
Write In	0	0	0	0	0	0
Rep in Congress 1st Dist						
Blank		1	0	1	0	2
Write In		0	0	0	0	0
Rep in Congress 2nd Dist						
Blank	0					0
Write In	0					0
Councillor						
Blank	0	1	0	1	0	2
Write In	0	0	0	0	0	0
Senator in General Court						
Blank	0	1	0	1	0	2
Write In	0	0	0	0	0	0
Rep in General Court						
Blank	0	1	0	1	0	2
Write In	0	0	0	0	0	0
District Attorney						
Blank	0	1	0	1	0	2
Write In	0	0	0	0	0	0
Clerk of Courts						
Blank	0	1	0	1	0	2
Write In	0	0	0	0	0	0
Register of Deeds						
Blank	0	1	0	1	0	2
Write In	0	0	0	0	0	0

Total	55	341	360	345	293	1394
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There are 8107 voters of which 17% voted.

November 6, 2018 Election

			Precinct 1	Precinct 1A	Precinct 2	Precinct 3	Precinct 4	Total s
SENATOR IN CONGRESS								
Blank			12	4	30	20	27	93
Elizabeth A. Warren			495	64	541	517	483	2100
Geoff Diehl			560	76	652	416	535	2239
Shiva Ayyadurai			79	11	68	62	59	279
Write In			0	0	0	2	0	2
GOVERNOR AND LIEUTENANT GOVERNOR								
Blank			39	4	38	30	41	152
Baker and Polito			868	124	1003	736	830	3561
Gonzalez and Palfrey			234	26	244	243	230	977
Write In			5	1	6	8	3	23
ATTORNEY GENERAL								

Blanks			21	6	35	18	37	117
Maura Healey			577	76	655	606	554	2468
James R. McMahon III			548	73	601	392	513	2127
Write In			0	0	0	1	0	1
SECRETARY OF STATE								
Blanks			31	4	42	30	50	157
William Francis Galvin			616	91	728	627	587	2649
Anthony M. Amore			437	56	475	305	418	1691
Juan G. Sanchez Jr.			61	4	46	54	49	214
Write In			1	0	0	1	0	2
TREASURER								
Blanks			51	7	63	34	60	215
Deborah B. Goldberg			554	82	638	604	570	2448
Keiko M. Orral			464	59	525	320	416	1784
Jamie M. Guerin			76	7	65	58	58	264
Write In			1	0	0	1	0	2
AUDITOR								
Blanks			43	7	79	44	65	238
Suzanne M. Bump			522	79	596	553	506	2256

Helen Brady			470	56	528	323	450	1827
Daniel Fishman			55	8	41	50	30	184
Edward J. Stamas			56	5	47	46	53	207
Write In			0	0	0	1	0	1
REPRESENTATIVE IN CONGRESS								
Blanks			306	x	363	222	298	1189
Richard E. Neal			806	x	895	776	782	3259
Write In			34	x	33	19	24	110
REPRESENTATIVE IN CONGRESS								
Blanks			x	13	x	x	x	13
James P. McGovern			x	74	x	x	x	74
Tracy Lyn Lovvorn			x	68	x	x	x	68
Write In			x	0	x	x	x	0
COUNCILLOR								
Blanks			80	15	105	62	81	343
Jennie L. Caissie			609	84	687	482	594	2456
Paul M. DePalo			453	55	499	470	428	1905
Write In			4	1	0	3	1	9

SENATOR IN GENERAL COURT								
Blanks			29	9	47	28	41	154
Anne M. Gobi			576	74	657	624	571	2502
Steven R. Hall			540	72	587	364	492	2055
Write In			1	0	0	1	0	2
REPRESENTATIVE IN GENERAL COURT								
Blanks			15	5	30	15	24	89
Todd M. Smola			812	114	947	659	803	3335
Tanya V. Neslusan			319	35	314	342	276	1286
Write In			0	1	0	1	1	3
DISTRICT ATTORNEY								
Blanks			321	39	369	216	289	1284
Anthony D. Gulluni			799	111	900	791	799	3400
Write In			26	5	22	10	16	79
CLERK OF COURTS								
Blanks			357	47	441	251	335	1431
Laura S. Gentile			765	104	832	755	754	3210
Write In			24	4	18	11	15	72

REGISTER OF DEEDS								
Blanks			50	7	76	42	50	225
Marie Angelides			592	81	676	450	569	2368
Cheryl Coakley-Rivera			501	66	539	524	485	2115
Write In			3	1	0	1	0	5
REGIONAL SCHOOL COMMITTEE BELCHERTOWN								
Blanks			384	48	476	309	342	1559
Lorraine F. Alves			755	105	810	705	759	3134
Write In			7	2	5	3	3	20
REGIONAL SCHOOL COMMITTEE GRANBY								
Blanks			404	55	519	339	372	1689
William E. Johnson			735	97	769	676	730	3007
Write In			7	3	3	2	2	17
REGIONAL SCHOOL COMMITTEE HARDWICK								
Blanks			409	58	522	341	392	1722
Julie Quink			732	95	762	674	707	2610
Write In			5	2	7	2	5	21

REGIONAL SCHOOL COMMITTEE MONSON								
Blanks			420	57	528	343	405	1753
Kathleen Barrett			723	97	757	672	696	2945
Write In			3	1	6	2	3	15
REGIONAL SCHOOL COMMITTEE PALMER								
Blanks			345	48	427	277	334	1431
Michael J. Cavanaugh			797	106	858	737	765	3263
Write In			4	1	6	3	5	19
REGIONAL SCHOOL COMMITTEE NEW BRAintree								
Blanks			979	129	1151	870	954	4083
Write In			167	26	140	147	150	630
REGIONAL SCHOOL COMMITTEE WARE								
Blanks			442	60	555	368	427	1852
Marie Barbara Ray			700	95	731	647	671	2844
Write In			4	0	5	2	6	17
Question 1								
Blanks			34	4	30	48	48	164
Yes			309	30	329	274	279	1221
No			803	121	932	695	777	3328

Question 2								
Blanks			63	6	67	62	67	265
Yes			673	89	754	648	655	2819
No			410	60	470	307	382	1629
Question 3								
Blanks			42	4	42	51	54	193
Yes			594	85	693	609	581	2562
No			510	66	556	357	469	2258
Total # of Voters			1146	155	1291	1017	1104	4713

TOWN OF PALMER ANNUAL ELECTION OFFICIAL RESULTS
June 11, 2019

			Precinct 1/1A	Precinct 2	Precinct 3	Precinct 4	Totals
COUNCILOR AT LARGE							
Blank			2	2	1	3	8
Mary A. Salzmann			30	32	39	31	132
Jessica R. Sizer			145	141	127	101	514
Write In			0	0	0	0	0
PLANNING BOARD							
Blank			215	234	204	163	816

Michael Marciniec			120	103	116	94	433
Write In			19	13	14	13	59
Write In			x	x	x	x	x
Jeffery Florence			7	4	7	8	26
SCHOOL COMMITTEE							
Blanks			98	108	106	85	397
Sandra J. Noonan			144	136	143	104	527
Charles C. Baker			112	103	83	80	378
Write In			0	3	2	1	6
DISTRICT #4 COUNCILOR							
Blanks			x	x	x	30	30
Matthew James Lemieux			x	x	x	104	104
Write In			x	x	x	1	1
Total # of Voters			177	175	167	135	654

PALMER HOUSING AUTHORITY

The Palmer Housing Authority office and adjacent development known as Laurel Manor, is located at 13 Fletcher Street. The complex was first occupied in January of 1971. Laurel Manor consists of 48 one bedroom units. The Palmer Housing Authority operates under the State Chapter 667 Elderly/Handicapped Program. All rules and regulations are promulgated by the Department of Housing and Community Development, adopted by the Palmer Housing Authority Board of Commissioners and carried out by the housing authority staff. The staff consists of one part time Executive Director and one part time maintenance person.

Applications can be obtained at the office on 13 Fletcher Street or upon request. Currently applicants need to be 60 years of age or be an eligible handicapped/disabled person. A preference is given to local residents and local veterans 60 years of age. The current net income for eligibility is \$45,500 for one person and \$52,000 for two persons. As units become available they are filled from the waiting list of eligible applicants.

The Board of Commissioners consists of 4 members that are appointed by the Town Manager and one state appointed member. The Commissioners meet on the third Wednesday of every month at 4:00 P.M., in the community room at 13 Fletcher Street, to conduct the authority business.

The goal of the Board of Commissioners is to maintain the properties and to continue to provide clean, safe and affordable housing to those in need.

Respectfully submitted,

Russell Webb, Chairperson
Mildred Jasak, Vice Chairperson
David Bussell, Treasurer
Katherine Izyk, Member
Victoria Miner, State Appointed

LOCAL LICENSE AUTHORITY

The following is a summary of the licenses and fees collected for the 2018-2019 year.

Type	#	Fee	Total
All Alcoholic Beverage License			
Inn Holder	1	\$800.00	\$800.00
Club	4	\$800.00	\$3,200.00
Retail Package Store	4	\$665.00	\$2,660.00
Seasonal	1	\$400.00	\$400.00
Restaurant	14	\$800.00	\$11,200.00

Wine and Malt Beverage License

Retail Package Store	4	\$520.00	\$2,080.00
One Day Licenses	8	\$25.00	\$200.00

Respectfully Submitted,

Richard L. Fitzgerald, Chairman
Robert P. Frydryk
Chalres T. Blanchard
Mary Salzmann
Michael Magiera

CONSERVATION COMMISSION

FY 2019 Annual Report

Office Hours: Monday 8:30 am – 7:30 pm, Tuesday - Thursday 8:30 am - 4:30 pm or by Appointment

Inspections: Monday - Thursday 8:00 am - 12:00 pm, Friday by Appointment only

Meetings: 1st and 3rd Tuesday of every month, unless otherwise posted

Conservation Commission Introduction

The Palmer Conservation Commission (The Commission) administers the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 Section 40) and associated regulations (310 CMR 10.00). The Commission also reviews all Forest Cutting Plans within the town, all septic system plans within the jurisdiction of the WPA and any project within areas of protected rare/endangered species and/or priority habitat governed by the National Heritage Endangered Species Program (NHESP), a division of the Massachusetts Fisheries & Wildlife.

Accordingly, any proposed activity that may remove, fill, dredge or alter a wetland resource area is subject to the Commission's approval. Wetlands that are subject to protection under the act include any area within 100 feet of a swamp, marsh, forested wetland, vernal pool, pond, intermittent stream, and the 100-year flood zone. The Commission also has jurisdiction within 200 feet of any stream that flows year round, unless the stream is designated as a densely developed area. In this case, the jurisdiction is from the mean annual high water mark 25 feet out. It should be noted that wetlands may not be wet all year round and low areas that flood in the spring may be considered wetlands as well.

Additionally, the first powers given to Conservation Commissions in the Conservation Commission Act (MGL Chapter 40 § 8C) focused on "promotion and development of natural resources...and protection of watershed resources." Under these powers Commissions undertake planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions.

In an effort to better manage over 800 acres of Conservation Land, the Palmer Conservation Commission has established the Land Management Subcommittee to carry out a dedicated program of land management throughout its protected areas.

The Role of the Conservation Commission

The Conservation Commission regulates permit activities that may alter wetlands or their buffer zones in protected areas. Regulated activities include, but are not limited to, dumping leaves, brush, grass, debris, cutting trees or shrubs, reconstructing lawns, building or constructing any type of structures or a septic system, grading, excavating, or filling, changing storm water discharge, polluting wetlands or streams, creating any impervious surface (paving a driveway). Activities within protected area may require a permit, for more information on any given project please consult our Wetlands Protection Brochure available in the Conservation Commission Office.

Role of the Land Management Subcommittee (LMS)

The Land Management Subcommittee will be a standing committee of the Conservation Commission and will carry out a dedicated program of land management including the relevant recommendations in the

Palmer 2014 Open Space and Recreation Plan. The Committee will also increase the focus, effort and resources dedicated to Palmer's conservation lands.

The mission of the Land Management Subcommittee is to preserve, maintain and enhance the quality of life for the citizens of Palmer by developing and maintaining Open Space and Recreation opportunities for residents. The LMS works with the community to target and preserve lands and ecosystems within Palmer for public benefit. These areas provide a healthy environment for wildlife and plants and areas for passive or active recreational use by the public. Areas of high natural, scenic and/or recreational value are priorities for the Committee. In order to assure the protection of valued land, we assist in the creation of trails for passive recreation, community gardens, playing fields, beaches and playgrounds.

This year the subcommittee has provide opportunities for the public to appreciate and enjoy Palmer's preserved natural areas, parks, playgrounds and fields, farms and water resources through a limited number of field trips, river clean-ups and hikes.

Members of the Conservation Commission

The Conservation Commission consists of Palmer residents that share a passion for protecting the wetland resources of the town. Commissioners are appointed by the Town Manager for a three-year term. The Commissioners and their Agent are continuously educating themselves through training programs, seminars and conferences sponsored by the Massachusetts Department of Environmental Protection (DEP) and the Massachusetts Association of Conservation Commissions (MACC) in order to stay current with constantly evolving rules and regulations, updated scientific data and best management practices.

The following Conservation Commission Members served in Fiscal Year 2019: Mr. Donald Blais Jr (Chair), Mr. David Cotter (Vice-Chair), Mr. Peter Izyk, Mr. Nicholas Zeo, Ms. Brenda Cole, Ms. Dorothy Lawrence and Mr. Mike Swiatek. There are currently no vacancies on the Commission but any residents interested in engaging with the Commission are encouraged to attend a meeting consider serving as an Associate Member.

Additionally, Ms. Angela Panaccione has served as the towns' Conservation Agent since 2013. As Conservation Agent, Ms. Panaccione serves as an informational resource to the Commission by performing routine and complex professional, administrative and technical duties such as updating and informing the Commission of changes in Federal and State environmental protection regulations, as appropriate. Ms. Panaccione reviews all wetland permit applications and analyzes submitted information and site plans for compliance with the requirements of Wetlands Protection Act, the Rivers Protection Act, the Town of Palmer's Wetlands Protection Ordinance and associated federal, state, and local regulations. She processes all wetland permit filings for proper and timely action associated with Commission business to ensure compliance with legally mandated deadlines. Ms. Panaccione additionally: advises applicants on wetlands applications for various projects by providing consultation services as needed; coordinates correspondence with all applicants, engineers, attorneys, consultants, etc.; and conducts thorough site inspections to ensure that proposed projects do not threaten environmental and conservation values and interests. Finally, Ms. Panaccione investigates complaints of wetland violations, coordinates and monitors potential violations and recommends appropriate action needed for site remediation.

Members of the Land Management Subcommittee (LMS)

The LMS is made up of Palmer residents that share a passion for protecting open space and recreational areas of the town. Subcommittee members are appointed by the Conservation Commission directly and the subcommittee will have up to seven members with two-year overlapping terms and will be appointed solely by the Conservation Commission. Present members of the Land Management Committee are Sarah Fortune, David Cotter, Peter Izyk, Howard Fife, Lisl Donaldson, Sheri Jyringi and Nancy Bisnette.

The LMS will operate under the direction of the Conservation Commission and will communicate with them frequently on matters of work plans, priorities, funding, volunteers and maintenance. The LMS will prepare an annual plan for the Commission and assist the Commission in developing funding sources, as needed, for maintenance or desired improvements to conservation lands.

Table 1: Total Fillings for the Conservation Commission per Category/ Per Year

PERMITS	TOTAL FY 2019	TOTAL FY 2018	TOTAL FY 2017	TOTAL FY 2016	TOTAL FY 2015	TOTAL FY 2014
Determination of Applicability	9	10	12	10	6	7
Order of Conditions & Amended OOC	13	11	8	9	5	6
Order of Resource Area Delineation	3	4	3	4	0	0
Extensions of Orders of Conditions	3	1	0	2	1	1
Enforcement Orders/Cease & Desist Letters (violations)	22	12	9	7	2	2
Emergency Certifications	17	9	4	2	0	1
Certifications of Compliance	6	7	8	5	4	2
Site Visits	679	509	444	277	96	112

Important Issues and Accomplishments of FY 2019

Over FY 2019 the Commission participated in several important conservation outreach and education projects, including:

- **Administration of the 2017 MA Recreational Trails Grant:** The Commission applied for and received a \$50,000 grant from MA DCR to establish a 1/4 mile universally accessible loop trail that is compliant with the Americans with Disabilities Act (ADA). The universally accessible trail includes a 16 car ADA accessible parking lot, kiosk, waste receptacles & Dog Waste Station. The trail itself includes three (3) rest stops/viewing areas equip with accessible benches, a 14'X 20' gazebo (purchased with a generous donation from a local resident), and a handicapped accessible picnic table. The Commission is currently working with the Department of Fish and Game (DFG) Office of Boating & Fishing access to install two accessible shore fishing stations along the trail and will be exploring options with the local watershed council to develop the area as a canoe/kayak launch. The Swift River Greenbelt Trailhead & Accessible Loop Trail is the the first passive recreation area in town to be accessible to every resident by providing trail access for people of all abilities to a peaceful forest experience with views of the Swift River.
- **Administration of LAND grant and the acquisition of the "Turnpike" Property:** Since the early 1990's, the Commission has actively been pursuing the acquisition of 92 acres along Kings

Brook, known as the Brainerd/Mass Pike parcel, from Mass DOT. This year the Commission was awarded a \$100,000 LAND Grant from the Executive Office of Environmental Affairs (EEA) to acquire the parcel. As of June 15th, 2019 this parcel officially became Town owned and can be accessed from the 200 acre Midura Conservation land on Old Warren Road, thereby extending the Midura Conservation Area from the parking area on Old Warren Road all the way to the Mass Pike. The parcel includes a significant portion of Kings Brook, which has been a top priority for conservation for over 20 years. King's Brook is the only undisturbed cold water fisheries resource in town and provides significant habitat for many species of wildlife. Additionally, trails exist on the property for recreational purposes, which the Commission will be maintaining and mapping this coming year.

- **Administration of a Culvert Replacement Grant:** The Commission applied for and received a \$35,000 grant from the Department of Ecological Restoration (DER) to conduct the engineering and design for a culvert replacement on MA RT-181. MA RT-181 is identified in the Town Of Palmer's Hazardous Mitigation Plan as a primary evacuation route, but is also listed as being prone to flooding. This crossing location is one of the areas that contributes to the flooding risks and makes the evacuation route unreliable. The Stream is a designated cold-water fisheries resource and the culvert is located in primary recharge area to a public water supply for Three Rivers as well as a Zone II wellhead protection area. The direct discharge of untreated and warm-water stormwater runoff from impervious surfaces enters the stream at the culvert outlet poses a threat to both public drinking water supply and coldwater fisheries-dependent wildlife species. By upgrading and installing a well-designed stream crossing with an open-bottom and improving the stormwater management, impacts to the brook will be reduced and the ability of the brook to support cold-water fish species will increase. Additionally, the Conservation Agent was featured in DER's annual report this year (pg.15) for this project and other ongoing work in cooperation with Department of Public Works (DPW).
- **Administration of the MVP Grant:** The Commission applied for and received a \$25,000 grant from EEA to for the Municipal Vulnerability Preparedness grant program (MVP). This grant provided support for the Town of Palmer to begin the process of planning for climate change resiliency and implementing priority projects. The Town completed a vulnerability assessment and developed action-oriented resiliency plan. The Town worked with the Pioneer Valley Planning Commission to facilitate a Community Resilience Building workshop on February 1, 2019, where municipal officials and key stakeholders will determine the Town's vulnerabilities to climate events. The Town also held a public listening session on Monday April 8, 2019 and has received official designation as an MVP Community. This upcoming year the Commission will be seeking an Action grant to implement the top MVP priority items.
- **Three Rivers Earth Day Clean-up & 2018 Source 2 Sea Clean-up:** The LMS held a clean-up at Lavoliette Park on Saturday April 27, 2019 for Earth Day. Close to 50 participants came and went through the day and over 100 bags of trash were removed from. Also, this was our fourth annual cleanup of the Swift River Greenbelt Conservation Area, as part of the Connecticut River Conservancy's (CRC) 23rd Annual Source to Sea Cleanup, held on Saturday September 29, 2018 from the cul-de-sac at the end of Third Street, in Bondsville MA. Fourteen (14) tires were removed from the Swift River, as well as a 15 yard dumpster full of trash. The Commission will continue to participate in the annual Source to Sea cleanup, with the event scheduled to occur on Saturday September 28, 2019.
- **"It's Clean":** This is the fifth year the PCC has partnered with Chicopee 4 Rivers Watershed Council to preform regular water quality checks of the Swift River off First Street, Ware River off Bennett Street and the Ware River at its confluence with the Chicopee River. This year the

Commission added Forest Lake in Palmer. Additionally, the Connecticut River Conservancy (CRC) sponsored an additional four (4) site along the Quaboag River; including: RT-20 by RT-67 intersection, Water Street Field, CKS Auto and Lavollette Field.

- **Public Outreach & Education:** The Commission expanded its public education and outreach efforts this year and tabled at several local events including the Chicopee 4 Rivers Watershed Council's Annual Meeting in November 2018 at PHCC as well as the Three Rivers Artisan Fair this past May.

Important Permits Issued during FY 2019

Over the 2019 Fiscal year the Commission has been extremely busy administering and enforcing the Wetlands Protection Act (WPA) and the Palmer Wetlands Protection Ordinance (PWO), and reviewing various large scale developments for compliance, such as:

- **Palmer DPW Bulk NOI for Road Maintenance (DEP #256-0337):** The Commission worked with the Department of Public Works (DPW) to develop a bulk permit for road maintenance. The Order of Conditions with Special Conditions was issued by the Commission on January 22, 2019 and is valid for a period of three (3) years. Projects to be conducted under a Bundled Order of Conditions include: Road surface grading and resurfacing, including change of surface from gravel/dirt to oil & stone or pavement, Ditch, and water quality swale, maintenance and grading; cleaning; mowing; replacement and repair of stone/vegetation of these structures; maintenance of water quality swales/drainage ditches/channels; Catch basin & culvert cleaning and the in-kind replacement of culverts (only during no-flow conditions; no by-pass pumping, same length of pipe; same inverts; no increase/decrease in culvert diameter).
- **Forest Lake Seasonal Cottages (DEP #256-0336):** The Commission reviewed and approved a project to develop a 200 +/- seasonal cottage resort with lake-front amenities including kayak/canoe portage and beach restoration. The Order of Conditions with Special Conditions was issued on June 4, 2019 and is valid for a period of three (3) years. This project proposes activities in resource areas of Riverfront Area (RFA) of the Ware River, Land Under Waterbody and Waterways (LUW), Forest Lake Bank (bank), Bordering Land Subject to Flooding (BLSF) and the associated buffers including the 100-foot buffer to a thin strip of Bordering Vegetated Wetlands (BVW). Work proposed in resource areas include the installation of a new beach & dock, as well as the construction of cottages and associated stormwater management infrastructure.
- **Altitude Organics Dispensary (DEP #256-0338):** The Commission reviewed and approved a project to develop a retail marijuana sales facility including the demolition on an existing building, the construction of a new facility and expansion of the parking area. The Order of Conditions with Special Conditions was issued by the Commission on February 5, 2019 and the permit is valid for a period of three (3) years.

Goals/Activities for FY 2019

- **Administer 604(b) Grant for Forest Lake:** The Commission received a \$48,911 grant from the Department of Environmental Protection (DEP) to develop a watershed-based management plan for Forest Lake. The plan will include recommendations for management measures at the watershed scale and smaller scales and will highlight opportunities to improve water quality and restore recreational uses of Forest Lake by identifying specific sources of pollution, especially non-point sources of stormwater discharge. The final watershed management plan produced will be

implemented to protect the long-term health of the Forest Lake by reducing or removing pollutants, so Forest Lake can meet current water quality standards.

- **Apply for a MVP Action Grant:** The Commission will be applying for the MVP Action Grant which offers financial resources to municipalities that are seeking to advance priority climate adaptation actions to address climate change impacts resulting from extreme weather, flooding, severe heat, and other climate impacts. The top priorities for the grant include: relocating DPW out of the floodplain; mapping and monitoring the Town's stormwater structures; assessing culverts under the NAACC protocol; and, protecting King's Brook as an undisturbed coldwater fisheries resource.
- **Administer FEMA Grant for RT 181 Culvert Replacement:** The Commission applied for and is anticipating the receipt a \$500,000 FEMA Hazardous Mitigation grant to fund permitting and construction costs associated with replacing the MA RT-181 culvert. This project is promoted by several state agencies (DER, DFG, MEMA, EEA), as it will highlight the methods in which towns combine state and federal funds to not only improve aquatic connectivity but also to address climate change and improve local hazards such as failing culverts.
- **Administer Community Wood Bank Grant:** The Commission received a \$2500 grant from DCR to develop a community wood bank. Like a food pantry, wood banks are programs that aim to help community members with life essentials by supplying firewood at no cost to those in need that rely on firewood as a heating source. The grant will cover a log splitter, chain saw and protective gear for operators.

The Commission continuously aims to expand its capacity and efficacy by engaging Associate Members, interns or other interested volunteers for projects such as water quality monitoring, river clean-ups and trail maintenance. Anyone interested should contact the Commission at conservation@townofpalmer.com.

The Commission would also like to take this opportunity to thank our interns for all their hard work and effort this year! The Commission would also like to thank the Town of Palmer residents for their support over the year.

Respectfully Submitted,
Angela C Panaccione, Conservation Agent
Palmer Conservation Commission

FY19 PLANNING BOARD REPORT

The Palmer Planning Board, consisting of five elected members, met regularly during the twelve-month period of July 1, 2018 thru June 30, 2019. It is the Board's policy to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Palmer, generally the first and third Mondays of each month if meeting space is available.

The Planning Department is comprised of the following elected members and staff:

Elected Board Members

Chairman

Vice Chairman

Clerk

Michael Marciniac

Norman Czech

Kathy Burns

Thomas Skowyra

Paul Burns-Johnson

Staff

Town Planner/Economic Development Director

Administrative Assistant

Linda Leduc

Gillian Davis

This year we had to say goodbye to two of our valuable team members. Recently, Paul Burns-Johnson and Gillian Davis left the Planning Board and planning office, respectively. The Board wishes to thank them both for their exceptional service to the Town and Planning Board and wish them great success in their future endeavors.

During the past 12-months, the Planning Board held twenty-two regular meetings, as well as conducted numerous site inspections and review inspections. In addition to our own meetings, we have also had meetings with other Boards and Committees and have attended seminars and workshops to help better prepare our members for the positions for which they have been elected. During these various public meetings, the Board held hearings and acted on six Special Permits, 5 Site Plan Approvals, four Storm Water permits, made five Findings, endorsed two requests for Waiver of Site Plan and signed fourteen Subdivision Approval Not Required (SANR) plans that met current zoning requirements and therefore were deemed exempt from subdivision regulations. The Board also reviewed 2 preliminary subdivision plans. Public hearings were held for three zone changes and approved by Town Council; a 6-month moratorium on all Large Solar Photovoltaic projects, the adoption of a new Large-Scale Ground-mounted Solar ordinance and an ordinance regulating marijuana establishments and registered marijuana dispensaries.

The Board reviewed and granted Special Permits for the continued extraction of earth materials at four existing operations. As in the past, yearly interim inspections were conducted and all required operating documents and fees were collected.

The interest in developing large-scale, ground mounted, photovoltaic systems within Town has continued steadily. During FY19, just prior to the moratorium taking effect on September 10, 2018, plans for the purposes of a zone freeze were submitted for two new locations in town. These site plan projects are still under review by the Board, if approved, would collectively add another 10.43MW to the current 44.7MW of solar power either permitted or currently being generated in the Town of Palmer. The solar projects, in their entirety, have been financially lucrative for the Town on numerous levels; in the form of a lease payment at the capped landfill on River Road; a reduced cost per kwh for 100% of the Town's electricity from the project on Baptist Hill Road and the collection of over 1 million dollars in payments in lieu of taxes. While this abundance of solar shows the Town's positive role in gaining fossil fuel independence, the Board also has a genuine

interest in ensuring that these projects do not detract from the rural character and scenic views of the Town. A 6-month solar moratorium went into effect on September 10, 2018 during which time the Board worked with the Town Planner to draft a new ordinance that would allow additional ground-mounted solar to be installed in Palmer while protecting the interests of its residents and wildlife, scenic views, open space and site impacts. The new ordinance was adopted on April 8, 2019. Roof-top and parking lot canopy projects were not subject to the moratorium as the Board encourages large scale solar to be installed on the built landscapes. As a result a .5 Megawatt system was installed on the rooftop at Sherwood lumber.

The Board, through Energy Committee representation, supported a fifth Green Community grant application to purchase the Town's streetlights to convert to energy efficient LED fixtures. In July 2018 the received notice that it had received an award in the amount of \$139,420.00. In May 2018, the Town received notice that funding was granted through the Metropolitan Area Planning Council (MAPC) Rapid LED Streetlight Conversion Program in the amount of \$64,857.90. Both grant programs, along with the NGRID utility incentives, will leverage 100% of the costs for materials and installation of the LED retrofit and result in an estimated annual cost savings to the Town of \$84,000. In June 2018, the Town contracted with Tanko Lighting to conduct the lighting audit and design and Arden Engineering as the lighting installer. This retrofit will begin this summer with an expected completion date of November 2019.

The Board has supported the advancement of the MassDOT Complete Streets program by providing input on the local Complete Streets Policy and creation of the Town's Prioritization Plan. As a result, the Town received \$178,282.00 for improvements to the top three priority projects. The Board looks forward to upgrades to the crosswalk at Hryniewicz Park in Three Rivers, installation of a new sidewalk along High Street from the High School access road to Michael Drive and installation of a new sidewalk along Palmer Street from the Court House to Main Street in front of Pathfinder School. These improvements will supply a much safer travel experience for all pedestrians in our villages.

The upturn in the economy has been noticed throughout town as approvals and permits granted by the Board are coming to fruition. Most notably, the opening of the new Dollar General Store on Park Street, the completion of the rail spur at Sherwood Lumber, and the construction of Altitude Organics Medical Marijuana cultivation facility on Chamber Road. Permits were also issued for an affiliated retail store on Chamber Road and construction is expected to begin in late 2019. Further, construction began for the much needed addition to the VCA Animal Hospital on Thorndike Street and the permitting process for a 222 single-family cottage resort on Forest Lake is complete. Required infrastructure improvements for this project along River Road are expected to begin this fall. Waivers for the need to apply for a full site plan review were granted to Staiti Electric on East Palmer Park Drive and the opening of Tables Restaurant on Palmer Road; both of which resulted in improving existing structures while maintaining existing and creating new jobs in town.

Economic Development continues to remain a priority. The Economic Development Director continues to attend development conferences and meet regularly with like groups such as the Economic Development Partners, the Quaboag Valley Commercial Action Network, Mass

Development, and regional directors of the Mass Office of Business Development to attract development to the five Priority Development Sites as well as to various undeveloped, underutilized parcels. The Department met numerous times with representatives of Palmer Motor Sports to discuss ongoing efforts to minimize any interruption in the quality of life for our residents and our surrounding communities. This development has had a positive impact based on information from local business owners. We continue to pursue options with the mill owners in Thorndike. Future commercial development at the Shearer/Thorndike Street intersection remains a priority and discussions with a potential developer have been ongoing with hopes of moving into the design and permitting phase this fall. The Board and Economic Development Director realize the great economic benefit a future rail stop would bring to Palmer. As such, the Economic Development Director was appointed as the town's representative on the MassDOT East-West Rail Advisory Committee. The Local Rail Steering Committee also has Planning Board representation. The Board and Department will also continue to participate in regional forums and studies and represent Palmer's interest in this matter.

The Board continually works to improve its site design standards and parking requirements by adding more sustainable design practices to the process. The Board is also drafting a mill overlay district to diversify and augment the industrial uses currently allowed in the Village of Thorndike and a new commercial business district to accommodate denser more vertical building development centered-around pedestrian-oriented plazas. This commercial business district would be applicable to the Thorndike Street corridor as development interest continues to be oriented proximal to the Mass Pike exchange. Over the last few years we have worked diligently with North East Realty Group to bring a large-scale development to the 152 acre site adjacent to the Turnpike. In the coming months we will be assisting the development team to procure the necessary design and permitting documents to complete to build-out of the site as a recreational destination.

In closing, the Planning Board would like to thank the citizens of Palmer, elected officials, town boards and the Planning Department staff for assisting us in our planning endeavors.

Respectfully Submitted,

Michael S. Marciniak
Chairman

2019 ANNUAL REPORT OF THE ZONING BOARD OF APPEALS

The Palmer Zoning Board of Appeals is charged with holding public hearings on applications received according to the provisions of Chapter 40A, Section 11, of the Massachusetts General Laws. During the 12-month time period from July 1, 2018 through June 30, 2019 there were three applications filed seeking a variance from the dimensional requirements, petitions for the expansion, alteration or extension of a pre-existing, non-conforming 1 or 2-family structure or appeals made to a decision of the Zoning Enforcement Officer for the Town of Palmer Zoning Ordinance. A variance was granted for construction of a single-family home on Peterson Road

and two Findings were made for alterations to pre-existing, non-conforming single-family homes on Beech Street and French Drive.

Respectfully submitted,

Dennis Fountain, Chairman
Norman Czech, Vice Chairman

Ingrid Thompson, Clerk

INSPECTION SERVICES

In 2017 the Inspection Services Department made the move "across the hall" in Town Hall and the Department is now located next to the Planning Department. Major projects started in FY-17 include The Hospital addition, Dollar General and the Town Hall Renovations. Between July 1, 2016 and June 30, 2017 Permit Applications, Specifications and plans were reviewed, permits were issued and construction monitored for the following:

PERMITS ISSUED IN FY-17				
TYPE		NUMBER OF PERMITS	FEE TOTALS	ESTIMATED COSTS TOTALS
New	Commercial	2	\$ 3,800.00	\$ 467,973.00
	Single Family Homes	6	\$ 7,321.61	\$ 1,807,000.00
	Two-Family Homes	1	\$ 1,415.40	\$ 182,000.00
	Multi-Family Homes			
	Residential-Summer Camps			
Solar	Residential Commercial	55	\$ 8,811.10	\$ 1,486,006.65
		3	\$ 22,699.16	\$ 4,504,733.85
Additions	Residential Commercial	5	\$ 1,084.86	\$ 192,500.00
		1	\$ 13,990.40	\$ 14,025,000.00
Mobile Homes				
	Replacement			
Renovations/Alterations	Municipal	3	\$ -	\$ 762,100.00
	Residential	60	\$ 14,954.00	\$ 2,497,675.80
	Commercial	22	\$ 7,153.20	\$ 908,322.00

Complete Renovation of buildings with two (2) or more dwelling units				
Accessory Structures New	s Residential Commercial	22	\$ 2,500.80	\$ 192,316.00
Accessory Structures	Residential ons Commercial	5	\$ 534.00	\$ 47,000.00
Decks/Porches/Stairs	Residential Commercial	40	\$ 2,782.50	\$ 225,896.00
		2	\$ 230.00	\$ 22,000.00
Temporary Structures	Residential Commercial	1	\$ 50.00	\$ 2,000.00
		1	\$ 35.00	\$ -
Convert	To Single Family To Commercial Space	1	\$ 280.00	\$ 150,000.00
Add Dwelling unit to Single Family				
Roofing/Siding/Ination/ Window or Door Replacement	Municipal Residential Commercial	156	\$ 7,895.00	\$ 893,580.34
		11	\$ 1,235.00	\$ 277,691.00
Mechanical/	Metal Municipal	1	\$ -	\$ 11,000.00
	Residential	32	\$ 7,255.00	\$ 154,300.00
	Commercial	7	\$ 700.00	\$ 382,052.00
Sign	Residential Commercial	18	\$ 1,350.00	\$ 62,275.00
Pool	Above Ground	9	\$ 585.00	\$ 43,700.00
	In Ground	2	\$ 180.00	\$ 72,000.00
Solid Fuel Burning Appliances/Chimneys		24	\$ 1,170.00	\$ 61,496.19
Demolition	Residential mmercial	10	\$ 1,490.00	\$ 32,850.00
		2	\$ 200.00	\$ 16,700.00
Certificates of Inspection (Periodic Inspections for Specified Use Groups)		36	\$ 1,720.00	\$ -
Other Income				
Occupancy/Use Permits		107	\$ -	\$ -
Electrical		274	\$ 92,334.02	
Gas		92	\$ 9,930.00	
Plumbing		168	\$ 27,349.00	

TOTALS	1179	\$ 241,035.05	\$ 29,480,167.8
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Respectfully submitted,

Bonita Weeks
Inspector of Buildings

BOARD OF HEALTH

The Board of Health is required by state statutes and regulations to perform many important and crucial duties relative to the protection of public health, food safety, reporting and control of disease, promotion of sanitary living conditions, and protection of the environment from damage and pollution. If the enforcement of regulations may cause manifest injustice, the Board of Health would not conflict with the minimum standards of any applicable statute, code or regulation. We continue to prevent, promote and protect public health in the community.

Joshua Mathieu, Health Director and Chrissy Florence, Administrative Clerk/Health Inspector, see to the day to day activities of the Board of Health. The office is located in the Town Hall and hours are Mondays from 8:30am to 7:30pm and Tuesday, Wednesday and Thursday 8:30am to 4:30pm. The Board of Health consists of a three member board: Jayne Heede, Public Health Nurse, John Lukaskiewicz, Secretary, and Paul Benard, Chairman. The Board meets on the third Monday of each month at 6:00pm in the Town Hall.

Complaint Enforcement and Investigation:

The Massachusetts Sanitary Code, Chapter 11 Minimum Standards of Fitness for Human Habitation provides detailed standards for safe and sanitary housing. All persons should be afforded a suitable housing environment. Inspections are done upon request for compliance or when a complaint is received. The Board of Health also investigates all nuisances, unsanitary conditions, sources of filth, housing violations, and causes of sickness within the town. This year we investigated over 250 complaints.

Abandoned Housing Initiative:

Blighted properties, abandoned by their owners in residential areas, create safety hazards, attract crime and lower property values. The Attorney General's Office (AGO) Abandoned Housing Initiative uses the enforcement authority of the State Sanitary Code to turn these properties

around. Working in close partnership with the AGO we continue to seek out delinquent owners of abandoned residential property and encourage them to voluntarily repair their properties and make them secure. If owners refuse, then with the assistance of the AGO attorneys we petition the relevant court to appoint a receiver to bring the property up to code. This year the Board of Health has completed 3 housing projects.

Title 5:

Sanitary sewage disposal is closely regulated to ensure the health and wellbeing of the community. The Department of Environmental Protection (DEP) regulates the surface disposal of sanitary sewage known as Title 5 of the State Environmental Code. Title 5 establishes minimum statewide standards for the design, use, siting and construction of septic systems. The Board of Health's role is to enforce the Title 5 regulations by reviewing preliminary plans for siting and design, witness percolation tests, act upon applications for permits to install, modify and repair septic systems, inspect septic installations, repairs and upgrades and order corrective measures when violations are found. To ensure proper septic system construction and handling of pumped sewage the Board of Health requires annual permits for septicage disposal installers and sewage haulers. This year 27 percolation tests were witnessed. We also had 29 septic system installations/repairs.

Wells:

Private well permits are required to provide for the protection of the public health, safety welfare and the environment by, among other things, requiring the proper siting, construction and testing of private wells.

This year we issued 11 private well permits.

Food Service:

The Board issues licenses and inspects all food establishments under 105 CMR 590.000: State Sanitary Code Chapter X – Minimum Sanitation Standards for Food Establishments. The food establishments are inspected twice a year for facility cleanliness, food safety, food security, consumer protection and up-to-date certifications. All foodborne illness reports are immediately investigated.

The Board of Health issued the following permits:

1-Day Food	33
Bakery	6
Body Art Establishment	1
Body Art Practitioner	1
Catering	1

Deli	3
Food Service	46
Frozen Desert	12
Funeral Director	2
Milk	44
Mobile Food	2
Mobile Home Park	1
Motel / Cabins	2
Nonsewered Toilets	5
Recreational Camp	3
Retail Food	19
Seasonal Food	6
Septic Hauler	15
Septic Installer	21
Snack Rack	7
Swimming Pool / Hot Tub (Public)	3
Tanning	2
Tobacco	20
Trash Collection	4

Animal Inspector:

Our Animal Inspector, investigates animal bites, possible exposure to rabies, issues quarantines as needed and conducts annual barn inspections. This year we had 19 animal bites and 3 animals were submitted to the MA State Rabies laboratory for testing.

Communicable Disease Control:

The Massachusetts Bureau of Communicable Disease Control requires the Board of Health to conduct a disease surveillance follow-up investigation for all notifications of a confirmed or unconfirmed communicable disease event in the Town. Palmer is in the Massachusetts Virtual Epidemiologic Network – (MAVEN). MAVEN is a web based disease surveillance and case management system that enables the Massachusetts Department of Public Health to capture and transfer appropriate public health, laboratory and clinical data efficiently and securely over the internet in real-time. The following are the cases we responded to this year:

Babesiosis	3
Campylobacteriosis	1
Hepatitis B	1
Hepatitis C	13
Human Granulocytic Anaplasmosis	12
Influenza	69
Lyme Disease	22
Mumps	1

Streptococcus Pneumoniae	1
Varicella	4

Immunization:

We are using the Massachusetts Immunization Information System (MIIS). The MIIS contains online, secure and real-time immunization records for individuals across the Commonwealth of Massachusetts. The goal of the MIIS is to give healthcare providers and families a tool to help ensure that all individuals are immunized based on the latest recommendations. Immunizations are a cornerstone of public health. They have been ranked by the Centers for Disease Control and Prevention (CDC) as one of the ten greatest public health achievements of the 20th Century. The Massachusetts Department of Public Health (MDPH) Immunization Program is committed to promoting the health of Massachusetts's citizens by reducing the burden of vaccine preventable diseases that affect residents of the Commonwealth.

Grants:

We applied for and received 2 grants through MHOA to fund an internship in our office. We used these funds to research and develop regulations and an application for temporary septage holding tanks and to create a searchable database of the department's rules and regulations.

We also received 2 grants from AmerisourceBergerson for drug deactivation kits. There are two different kits, one is a pouch used to dump various pills into and the second is a small powder pack that is poured into the individual vials. Both deactivation kits neutralize the potency of opioids and make them environmentally safe. If a child or animal accidentally ingests the product once it has been neutralized, there are no negative side effects.

Mass in Motion:

Palmer has been a Mass in Motion community since September 2014. Mass in Motion is a statewide movement that promotes opportunities for healthy eating and active living in the places people live, learn, work and play. We also help residents think differently about what they eat and how much they move so they can make better choices to feel healthy and live well. In 2018 we focused on Community Health Inclusion Index (CHII) Palmer Assessment Project and Palmer Park Access Project.

The CHII project was an assessment of inclusivity related to people with disabilities was conducted on some of the buildings and properties that offer food or recreation resources in the town of Palmer. According to recent data, Palmer is home to a high number of people with disabilities (over 20%) compared to state or national averages. The rate of young people with disabilities (12.7%) is over three times the national average, there is a higher percentage of adults age 18-65 with disabilities (15.1%) than the state (8.8%) or national average (10.1%), and a much higher rate of seniors with disabilities (52%) compared with state (33.7%) and national (36.5%) rates.¹ Having a disability can compound one's ability to access healthy food and active forms of transportation or recreation if the infrastructure or services such as transportation are

not available or present barriers to people with disabilities. Through a Mini Grant through Mass in Motion, Healthy Hampden (staffed by the Pioneer Valley Planning Commission) conducted a number of Community Health Inclusion Index (CHII) assessments in Palmer. The Community Health Inclusion Index (CHII) tool was developed by the National Center on Health, Physical Activity, and Disability (NCHPAD) to help communities gather information about how inclusive their resources for healthy living are for people with disabilities.² Conducting CHII assessments can be a first step toward building awareness of existing conditions and potential barriers so as to incorporate inclusivity into future improvements of structures or services.

The Palmer Park Access Project was completed through the Mass in Motion Healthy Hampden Initiative, which focuses on active living and healthy eating as a means toward improving overall health and longevity. The purpose of this project was to review and analyze the distribution of parks in Palmer and the approximate number of people each park serves within a ½-mile radius, to look at the facilities and programs provided in each park in relation to the underlying demographics of the census blocks in which the parks are located, and to make recommendations for improving access and programs to encourage more active recreation. Parks were scored according to the types of facilities they have as well as whether there are sidewalk and bike networks that allow people who live within walking distance of parks to safely walk or bike to them. With funding from a Mass in Motion Mini Grant for use of the Community Health Inclusion Index tool, we also assessed the availability of accommodations and equipment for people with disabilities.

Tobacco:

With new trends in tobacco use and products we revised our current tobacco regulations for the Town. We implemented a flavor ban on all tobacco products, banned blunt wraps and increased the minimum age to buy these products to 21 years old.

Emergency Preparedness:

We continue to develop and up-date our ALL-Hazards Emergency Dispensing and Shelter Plans. In the event of a natural disaster or a public health emergency we need to rely on our preparedness, plans, database of resources, equipment and personnel.

Quaboag Regional Emergency Planning Committee:

We are members of the Quaboag Regional Emergency Planning Committee. The REPC is committed to preserving the community and its resources by maintaining a Regional Hazardous Materials Plan to minimize the risk to public safety, health and property damage.

Hampden County Health Coalition (HCHC):

We are members of the Hampden County Health Coalition. The Coalition coordinates and collaborates with public health entities to improve and safeguard the quality of life for our residents and plan for natural and man-made disasters. The Coalition has implemented a Shared Public Health Nurse Assistance program with the Ludlow Public Health Nurse to address long-term unmet needs and service local public health gaps.

Pioneer Valley Mosquito Control District (PVMCD):

This year we have continued working with other communities and the State Reclamation and Mosquito Control Board. We work to serve our community by suppressing both nuisance and disease-carrying mosquito populations. Established by the State Reclamation and Mosquito Control Board ("SRB") on October 18, 2017, in accordance with M.G.L. c. 252, the PVMCD provides mosquito control services to and is currently membership from municipalities in Franklin, Hampshire, and Hampden counties. The PVMCD falls under the oversight of the SRB, which sits within the Massachusetts Department of Agricultural Resources, and a five member board of Commissioners, appointed by the SRB.

Hazardous Waste:

In September we participated in the 2018 household hazardous waste regional collection day. 322 cars had pre-registered. 316 cars came thru the line. Unfortunately, this was our last regional hazardous waste collection day. The region has decided to contract with a self-serve disposal site that residents will be able to use throughout the year.

Drug and Needle Collection:

The Board of Health and Palmer Police have permanent drop off kiosks for sharps and drug. The sharps container is located in the town hall and is available to the public during normal business hours. The drug drop off container is located in the lobby of the police station is available to the public during normal business hours.

The Board and staff acknowledge and appreciate the assistance and cooperation of all Town Boards, Departments, Commissions and Community Organizations.

Respectfully Submitted

Palmer Board of Health

COMMUNITY DEVELOPMENT DEPARTMENT

During this past year, the department was not awarded a Community Development Block Grant (CDBG). The FY 18 funding round was very competitive and the funding award was missed by only two points. Despite not receiving the typical annual grant, the department was very busy.

The FY 17 CDBG grant was completed in June of 2019. Projects under this grant included three units of housing rehabilitation, domestic violence prevention social services, a new playground in Thorndike, and administrative funds.

In March of 2019, an application was submitted for an FY 19 CDBG grant to the Massachusetts Department of Housing and Community Development (DHCD). Activities applied for include a housing rehabilitation program, domestic violence prevention social services, a sidewalk improvement project on Fairview Street, and administrative funds. DHCD has classified Palmer as a Mini-Entitlement community, which means that the Town is eligible for more funding, up to \$825,000 per year. We received notification in August that the grant was fully funded. The projects under this grant are scheduled to be completed by December 2020.

In October 2018 a ribbon cutting and dedication ceremony was held for the Marjorie E. Cavanaugh Walk of Honor Fitness Trail & Aaron Babinski Fitness Zone at Laviolette Field. The project consisted of creating a mile long walking trail around the perimeter of the field and installing nine fitness stations. The Community Development department partnered with the Quaboag Valley Community Development Corporation to assist with crowd funding through Patronicity, which helped the project receive matching funds through MassDevelopment. The crowd funding goal was \$14,000 and we received over \$29,000 in donations. Additionally, the South Middlesex Opportunity Council obtained a Neighborworks grant for the project. The Revitalize Three Rivers committee was instrumental in helping to develop and execute the project.

The Town received funding through the Massachusetts Community Compact to assist with the creation of an Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan. The Town also contributed funds to the project, which will be completed in the Fall of 2019. This plan will document all aspects of Town-owned or utilized properties that are not in compliance with the ADA. The Town will then develop a timetable to make the needed repairs over the next several decades.

The State of Massachusetts has been exploring the possibility of creating an East-West passenger rail line. This line would likely pass through Palmer, as there are existing rail lines in Town. In an effort to help convince the State to include a rail stop in Palmer, the Town hired the Center for Economic Development at UMass Amherst. The Community Development and Planning Departments worked with the UMass consultant on this project. "Towards a Passenger Station on the East-West Massachusetts Train Line: The Case for Palmer" was completed in early June and sent to the State Department of Transportation. At a public meeting over the summer, the State presented six alternatives for potential rail options. A stop in Palmer was included in four of the six options. The Town will continue to work to convince the State that if this project goes forward, a stop in Palmer should be included.

Respectfully submitted,



Sarah Szczebak
Community Development Director

PALMER COUNCIL ON AGING

The mission of the Palmer Council on Aging/Senior Center is to identify the total needs of the senior population, to promote and encourage new and existing activities, to provide services and education to enhance the quality of life for elders and to assist elders to age with dignity and independence. Senior Center staff is obliged to create an atmosphere that acknowledges the value of human life, affirms the dignity and self-worth of the older adult participant, and maintains a climate of respect, trust and support. Within this atmosphere, the staff creates opportunities for older adults to apply their wisdom, experience and insight and to exercise their skills.

Council on Aging Board Members: Genevieve Bates, Chairperson; Cathy Plouffe, Vice Chair; Secretary; Peggy Corriveau; Betty Koss; and Dorothy Nadolski.

The Council on Aging provided a broad range of services to Palmer's 60+ populations during the year **July 1, 2018 thru June 30, 2019**. The 2010 Census shows that there are 2,496 senior citizens in the Villages of Palmer. Of the 2,496 Senior Citizen's of Palmer, approximately 1311 unduplicated elders received a direct or in-direct service from the Council on Aging. Twelve issues of the Senior Center Newsletter were printed and 800 per month were distributed.

To care for the physical needs of our 60+ population, cholesterol, glucose and blood pressure screenings are available weekly with Donna Brown, RN, Professional Medical Services Inc., audiology screenings, foot care, massage therapy, exercise programs, and recently added the M3 (music, movement and mayhem) exercise program for those who don't like traditional exercise programs. To meet the social needs we have card playing, bingo, chess, dominoes, Coloring, Wii games, movies, cribbage, night time pitch, Bridge, game day, day time pitch league, painting class, crafts class, pool playing, once month a special breakfast with the Town Administrator and Assistant to give our seniors a chance to chat or ask any questions. We held a celebration for every holiday and our Annual 90+ Birthday Party, Annual 4th of July Cookout at Pulaski Park and Annual Christmas Party at the Elks in Ludlow.

Outreach continues to be much needed and utilized service to the elders of Palmer. There were 555 unduplicated seniors who were served through outreach. A total of 1163 duplicated service units; including but not limited to home & office consultation, phone consultation, fuel assistance, Knox boxes, housing, family support, insurance, nutrition, cell phone, medical, homecare, nursing home, elder abuse, utilities, support services, etc. Outreach Coordinator is S.H.I.N.E. certified and helped numerous elders with health insurance.

We also provide a free S.H.I.N.E. Counselor from the Springfield Agency twice a month and Lawyer once monthly. AARP sponsored Income Tax Preparation from February thru April 15th. There are various monthly programs available on issues facing seniors. Medical equipment was available to be loaned at no charge as needed and 49 individuals took advantage of this program. Professional Medical Services, Inc. Provided the senior center with a nurse for 3 hours a week and she provided 406 service units for 156 seniors. The Arthritis Foundation certified instructor held Arthritis & Tai Chi exercise class two days a week. Scantic Valley YMCA provided instructors Mon., & Wed. for strength training classes. Swimming is also available, 2x/week for Palmer seniors at the YMCA. Lifecare provides a substitute for our Tia Chi when instructor is out. The center also provides Wii Bowling and Zumba. There were 233 seniors that took advantage of these exercise programs.

We provide breakfast every Tuesday and Thursday morning and 1,040 meals were served this past fiscal period. A congregate meal program is offered at the Palmer Senior Center on Monday, Wednesday and Friday which totaled 2622 meals; these meals are sponsored through Greater Springfield Senior Services, Inc. The Council on Aging continues to provide supportive services to homebound elders. In Home Meals are provided for our seniors five days a week, a total of 14,030 meals were delivered. We continue to provide in and out of town transportation 1332 unduplicated passengers, (person who used the service during the reported month no matter how many times). We provided a total of 2860 rides. We have 2 lift-equipped vans in operation Monday thru Friday from 8:00 a.m. till 4:00 p.m. We have three volunteers who provide rides for medical appointments when our vans are fully booked.

1296 Brown Bags were distributed this past fiscal year to seniors as part of the Western MA Food Bank Program for seniors. Thirty seniors received fresh vegetables from the Farm share Program, part of the Community Involved in Sustaining Agriculture at no cost. They received \$10.00 per week worth of fresh vegetables for 10 weeks provided by D & R Farms from Hampden, MA. We distributed 65 Farmers Market Coupons valued at \$25.00. Tax Assistance, transportation, information and referrals, home delivered and congregate meals were also available to those 60+. We allow those less than 60 years to attend our social programs and exercise classes. There were 69 deaths of persons over the age of 60.

We had 49 volunteers with a total of 2,945 volunteer hours donated to the Senior Center, which is valued \$ 43,129 worth of service according to Elder Affairs. THANK YOU!! A total of \$ 43,652.00 was received in grant monies during the FY18 fiscal year for various uses. I would like to thank all of the staff, volunteers, Council on Aging Board Members and The Friends of Palmer Senior Center for all the work that they do all year. The Friends of Palmer Senior Center they give very generously to the Palmer Senior Center to fund programs and purchase items needed for the center. They gave a total of \$ 3,336.29 to the Council on Aging in FY19 THANK YOU!! You are a wonderful group of people!!

Respectfully submitted,
Marlene Johnson
Executive Director

DEPARTMENT OF VETERAN SERVICES

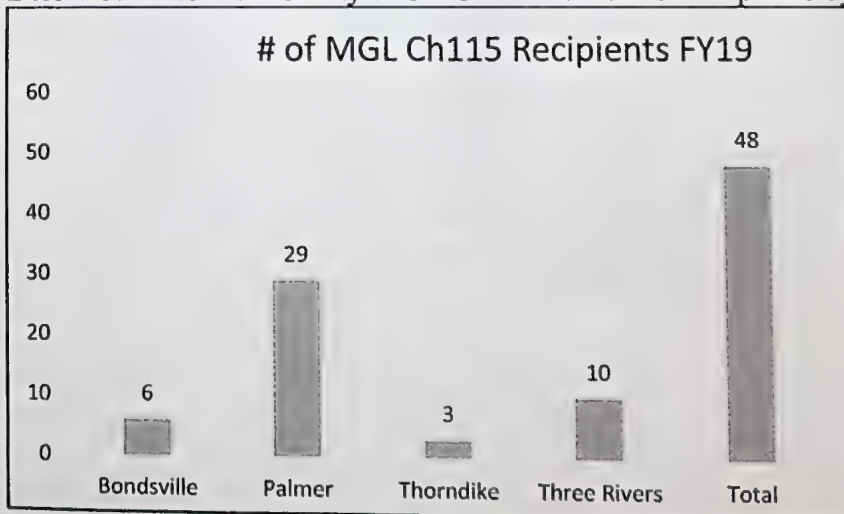
Subject: FY19 End of Year Report

In the beginning of FY19, July 1st, 2018, the number of M.G.L. Chapter 115 Veterans Benefits active clients started at 48. Throughout FY19 we saw an initial decrease in the number of clients in need of financial assistance, due to the passing of three (3) veterans through the month of October 2018. In November of 2018 we saw an increase of two (2) clients, due to unemployment, which quickly declined back to a total of 45 in January due to these two (2) veterans gaining meaningful employment. In January to May, we gained three (3) widow clients and ended FY19 with 48 active clients.

The approved FY19 Budget allocated \$283,000.00 for Veterans Benefits, and due to the increase in clients throughout FY18 and the Cost Of Living Increase of 2.8% in July 2018, we exceeded the budgeted amount and paid out by \$50,720.87. The average monthly expenditure on Veterans Benefits was \$25,680.74, with a total amount expended during FY19 of \$333,720.87.

The Massachusetts Department of Veterans Services (DVS) reimburses the Town 75% of the annual amount expended, which equals \$250,290.65. This reimbursement is dispersed on a quarterly basis throughout the year. It is important to note the Town will only receive reimbursement if the Veteran Service Officer (VSO) remains in compliance and certified, otherwise the Town will only receive reimbursement at a rate of 50%.

Below outlines the monthly MGL Ch115 number of recipients by village:



Below outlines MGL Ch115 Client Demographic Data as detailed:

34	Male Veterans
6	Female Veterans
7	Widows

1	Surviving Child
48	Total

Below outlines MGL Ch115 Client Age Demographic Data as detailed:

70.5	Average Age of All Clients
73.37	Average Age of Active Clients
45	Average Age of Unemployed Clients

Definitions:

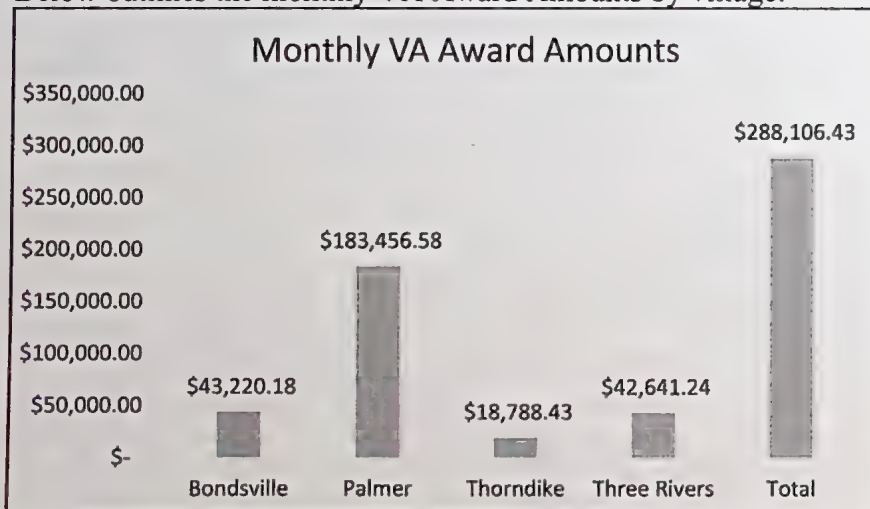
Active Client: actively receiving monthly Ordinary, Fuel, and Medical Benefits

Un-Employed Client: must comply with Employment Development Plan, and provide previous month detailed banking statement at the beginning of each month.

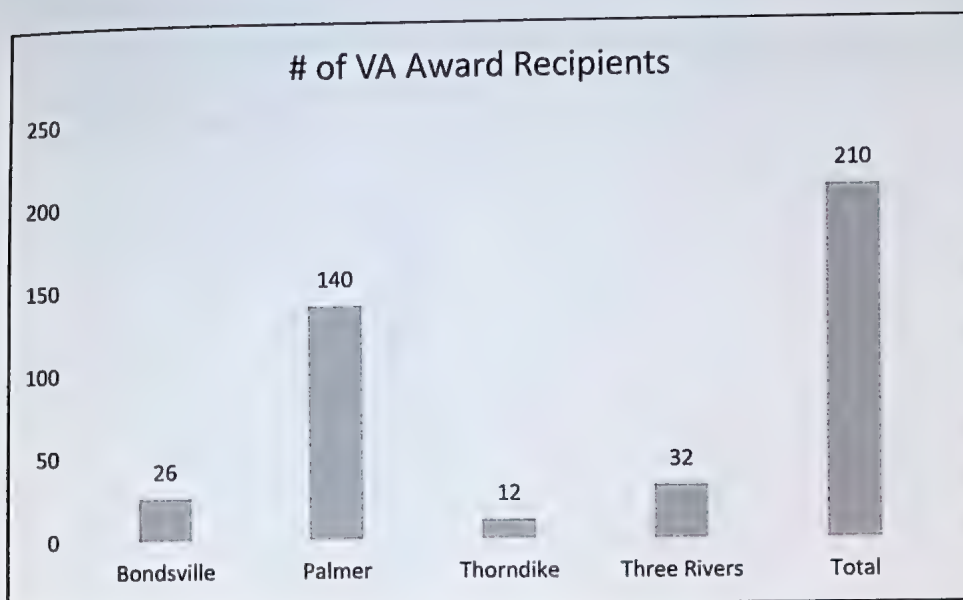
Medical Spend Down Client: must meet spend down amount using monthly medical liabilities (medical insurance premiums, doctors visit & prescriptions copayments) to receive benefits.

In contrast to the expense paid on MGL Ch115 Veterans Benefits, it is just as important to note that as of December 31, 2018, 210 veterans, surviving spouses and family members receive a monthly Department of Veterans Affairs (VA) award based on eligibility and service criteria.

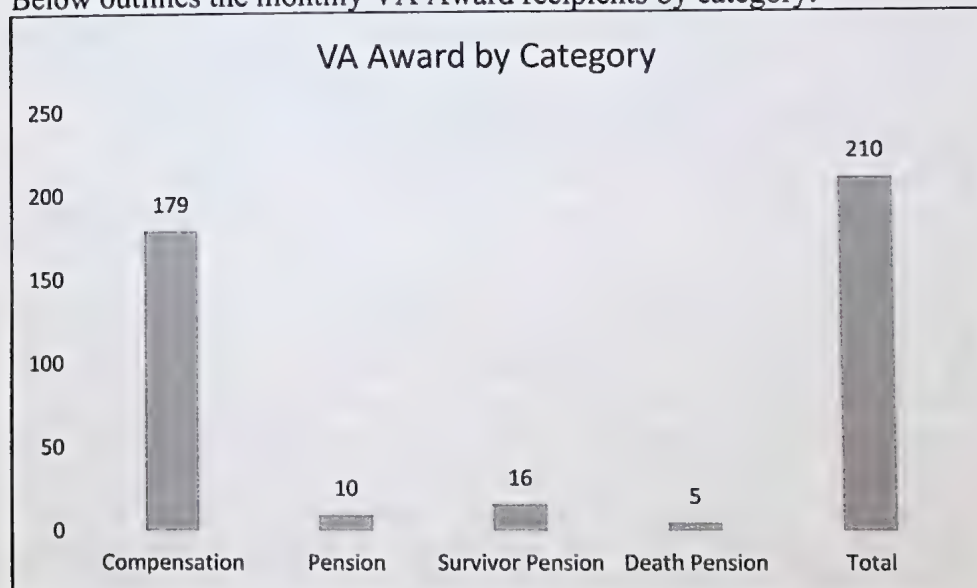
Below outlines the monthly VA Award Amounts by village:



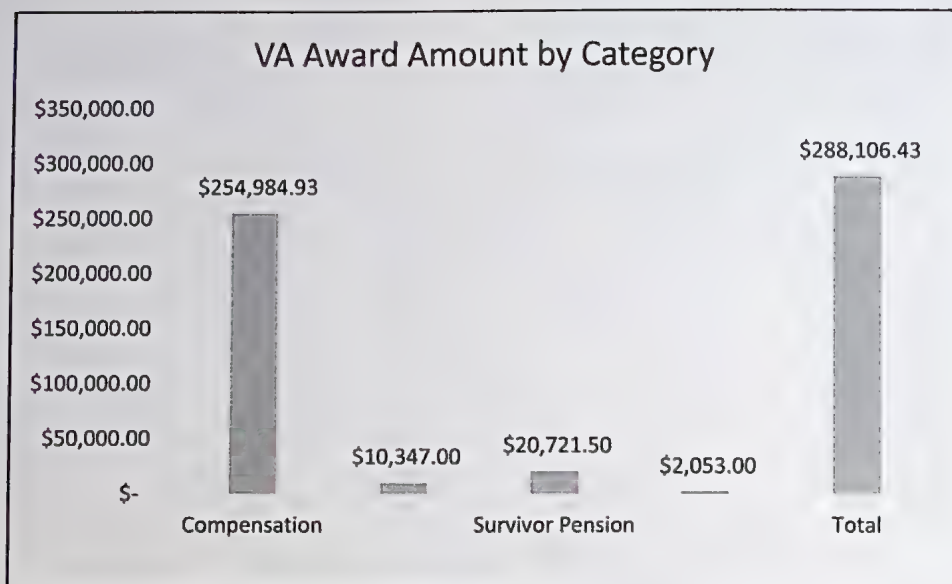
Below outlines the monthly VA Award number of recipients by village:



Below outlines the monthly VA Award recipients by category:



Below outlines the monthly VA Award amounts by category:



VA Award Category Definitions:

Disability Compensation: is a tax free monetary benefit paid to Veterans with disabilities that are the result of a disease or injury incurred or aggravated during active military service.

Compensation may also be paid for post-service disabilities that are considered related or secondary to disabilities occurring in service and for disabilities presumed to be related to circumstances of military service, even though they may arise after service. Generally, the degrees of disability specified are also designed to compensate for considerable loss of working time from exacerbations or illnesses.

Veterans Pension: Tax-free monetary benefit payable to low-income wartime Veterans.

Survivor Pension - Dependency and Indemnity Compensation (DIC): is a tax free monetary benefit paid to eligible survivors of military Service members who died in the line of duty or eligible survivors of Veterans whose death resulted from a service-related injury or disease.

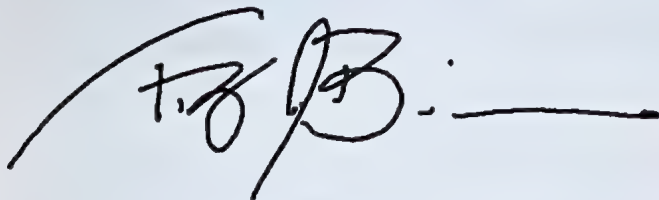
Death Pension: Tax-free monetary benefit payable to a low-income, un-remarried surviving spouse and/or unmarried child(ren) of a deceased Veteran with wartime service.

Although the data is from mid-year of CY18, it displays that the Veterans Services' Department has taken an active role to transition qualifying low income veterans from MGL Ch115 Veterans Benefits to Federal VA Benefits. Additionally the monthly award amount is spent within our local community and provides veterans and surviving family members with sustainable income to maintain their quality of life.

In closing, it is important to note that the Veterans Agent here in Town takes an active role to explore all available federal and state benefits, and works with service members, veterans and their surviving family members to explore which benefits they qualify for and assists them directly with applying for the benefit. The Veterans Agent is a proud member of both the Western Massachusetts Veteran Services Officers Association (WMVSOA), the Massachusetts Veteran Service Officers Association (MVSOA), as well as a consecutively elected member of the MVSOA Executive Board (E-Board) and Committee Member of the State Veteran Services Officers Training and Legislative Committees.

If you have any questions regarding this information, please feel free to contact me at office:
413.283.2610 or tbrin@townofpalmer.com; fax: 413.283.2637

Regards,

A handwritten signature in black ink, appearing to read 'T. Brin', followed by a horizontal line.

Troy J. Brin
Veterans Agent
Town of Palmer

ASSESSORS' DEPARTMENT

LOCAL EXPENDITURES

Appropriations	\$39,923,370.00
Offsets	\$121,258.00
Tax Title	\$40,000.00
Snow & Ice Deficits	\$89,970.43
State & County Charges	\$904,190.00
Overlay	\$137,685.76

TOTAL AMOUNT TO BE RAISED	\$41,216,474.19
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ESTIMATED RECEIPTS AND OTHER REVENUE SOURCES

Cherry Sheet Estimated Receipts	\$13,423,719.00
Local Estimated Receipts	\$5,384,737.00
Other Available Funds	\$795,935.00
Free Cash	\$1,938,300.00

TOTAL ESTIMATED RECEIPTS	\$21,542,691.00
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NET AMOUNT TO BE RAISED	\$19,673,783.19
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NET AMOUNT TO BE RAISED / TOTAL VALUATION = TAX RATE FY2019

\$19,673,783.19 / \$950,424,309.00 = \$20.70

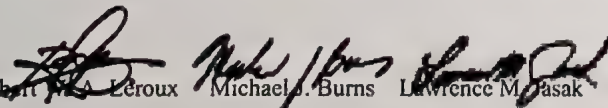
CLASSIFIED PERCENTAGES

	LEVY PERCENTAGE	LEVY BY CLASS
RESIDENTIAL	81.2918%	\$15,993,177.18
OPEN SPACE	0.00%	\$0.00
COMMERCIAL	7.0011%	\$1,377,379.59
INDUSTRIAL	4.7056%	\$925,764.03
PERSONAL PROPERTY	7.0015%	\$1,377,462.39
	100.00%	\$19,673,783.19

VALUATION BY CLASS

RESIDENTIAL	\$772,617,255.00
OPEN SPACE	\$ 0.00
COMMERCIAL	\$ 66,540,077.00
INDUSTRIAL	\$ 44,722,900.00
PERSONAL PROPERTY	\$ 66,544,077.00
TOTAL VALUATION	\$950,424,309.00

On behalf of The Board of Assessors,
Respectfully submitted by Robert W. A. Leroux, Principal Assessor


Robert W. A. Leroux Michael J. Burns Lawrence M. Masak

FY 2019 ANNUAL REPORT

ASSESSORS' WORKSHEET

Print: DLS GATEWAY LA-4 AND RECAP Pages 1-4

LOCAL EXPENDITURES

Appropriations

RECAP Pg 2 Ila / Pg 4 Total (a)

\$ 39,923,370.00

Offsets	RECAP Pg 2 IIb 5	\$ 121,258.00
Tax Title	RECAP Pg 2 IIb 1	\$ 40,000.00
Snow & Ice Deficits	RECAP Pg 2 IIb 9	\$ 89,970.43
State & County Charges	RECAP Pg 2 IIc	\$ 904,190.00
Overlay	RECAP Pg 2 IId	\$ 137,685.76
TOTAL AMOUNT TO BE RAISED	RECAP Pg 1 Ia / Pg 2 IIc / Pg 2 IV a&d	\$ 41,216,474.19

ESTIMATED RECEIPTS AND OTHER REVENUE SOURCES

Cherry Sheet Estimated Receipts	RECAP Pg 2 IIIa 1	\$ 13,423,719.00
Local Estimated Receipts	RECAP Pg 2 IIIb 1	\$ 5,384,737.00
Other Available Funds	RECAP Pg 2 IIIc 2 / Pg 4 Total (d)	\$ 795,935.00
Free Cash	RECAP Pg 2 IIIc 1 / Pg 4 Total (c)	\$ 1,938,300.00
TOTAL ESTIMATED RECEIPTS	RECAP Pg 1 Ib / Pg 2 IV b	\$ 21,542,691.00
NET AMOUNT TO BE RAISED	RECAP Pg 1 Ic / Pg 2 IV c	\$ 19,673,783.19

NET AMOUNT TO BE RAISED / TOTAL VALUATION = TAX RATE FY2018

\$19,673,783.19	/	\$950,424,309.00	=	\$20.70
[RECAP Pg 1 Ic / RECAP Pg 1 Total (f) / and Pg 2 IV c]		[RECAP Pg 1 Total (d)]		[RECAP Pg 1 Rates (e)]

CLASSIFIED PERCENTAGES

(RECAP Pg 1)

CLASS	LEVY PERCENTAGE	LEVY BY CLASS
RESIDENTIAL	81.2918%	\$ 15,993,177.18
OPEN SPACE	0%	\$ 0.00
COMMERCIAL	7.0011%	\$ 1,377,379.59
INDUSTRIAL	4.7056%	\$ 925,764.03
PERSONAL PROPERTY	7.0015%	\$ 1,377,462.39
TOTALS	100%	\$ 19,673,783.19

VALUATION BY CLASS

RESIDENTIAL	\$ 772,617,255.00
OPEN SPACE	\$ 0.00
COMMERCIAL	\$ 66,540,077.00
INDUSTRIAL	\$ 44,722,900.00
PERSONAL PROPERTY	\$ 66,544,077.00
TOTAL VALUATION	\$ 950,424,309.00

TAX COLLECTOR

Schedule of Outstanding Receivables as of June 30, 2019

Real Estate Taxes

Levy of 2019	451,991.07
Levy of 2018	135,504.00
Levy of 2017	3,425.57
Levy of 2016	3,247.52
Prior Years	23,758.31
Total	\$617,926.47

Personal Property Taxes

Levy of 2019	10,925.44
Levy of 2018	1,759.79
Levy of 2017	1,955.77
Levy of 2016	3,285.68
Prior Years	45,849.84
Total	\$63,776.52

Motor Vehicle Excise

Levy of 2019	174,344.07
Levy of 2018	48,422.27
Levy of 2017	25,261.76
Levy of 2016	14,314.31
Prior Years	83,736.27
Total	\$346,078.68

UTILITY BILLING Charges

Sewer	535,247.96
Utility Liens Added to Taxes	38,797.10

Special Assessments Receivable

Committed interest added to taxes	4,331.22
Total	\$578,376.28

Grand Total

\$ 1,606,157.95

PARKING CLERK

Fiscal Year 2019

17 tickets = \$ 510.00

PAID IN FINES

Respectfully submitted by,

Carolyn I Baldyga
Town Collector

Treasurer's Report

<u>Financial Institution</u>	<u>Balance</u>
Peoples United Bank	2,151,891.31
Belmont Savings Bank	350,338.40
Bartholomew	725,228.32
Century Bank	1,034,149.71
Country Bank	2,291,596.01
East Boston Savings Bank	1,353,846.04
Monson Savings Bank	6,695,236.45
North Brookfield Savings	32,075.39

Westfield Savings Bank	238,915.96
Easthampton Savings Bank	525,322.39
Unibank	864,283.33
United Bank	103,822.44

Dept. No.	Dept. Name	Function	Encumbered From 2018	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2020	Ending Balance
111	Town Council	Stipend Expenditures	-	8,400.00	-	8,400.00	8,400.00	-	-	-
			-	5,600.00	8,738.63	14,338.63	14,338.63	-	-	-
			-	14,000.00	8,738.63	22,738.63	22,738.63	-	-	-
123	Town Manager	Salaries Expenditures	-	189,596.00	11,066.70	200,662.70	198,774.60	1,888.10	220.10	1,668.00
			225.00	69,822.00	(1,179.88)	68,867.12	68,746.14	120.98	-	120.98
			225.00	259,418.00	9,886.82	269,529.82	267,520.74	2,009.08	220.10	1,788.98
130	Audit	Expenditures	-	23,500.00	-	23,500.00	23,500.00	-	-	-
132	Reserve	Transfers	-	35,000.00	(35,000.00)	-	-	-	-	-
134	Actuarial	Expenditures	-	7,500.00	-	7,500.00	500.00	7,000.00	7,000.00	-
135	Accountant	Salaries Expenses	-	107,193.00	-	107,193.00	104,245.18	2,947.82	270.03	2,677.79
			-	3,780.00	-	3,780.00	2,393.42	1,386.58	-	1,386.58
			-	110,973.00	-	110,973.00	106,638.60	4,334.40	270.03	4,064.37
137	Central Purchasing	Expenses	2,020.95	282,625.00	(46,587.91)	238,058.04	238,026.04	32.00	28.99	3.01
141	Assessors	Salaries Expenses	-	102,604.00	1,200.00	103,804.00	103,386.59	417.41	102.05	315.36
			-	8,500.00	(925.00)	7,575.00	7,472.63	102.37	17.99	84.38
		Revaluation	15,575.00	30,000.00	-	45,575.00	10,300.00	35,275.00	34,075.00	1,200.00
			15,575.00	141,104.00	275.00	156,954.00	121,159.22	35,794.78	34,195.04	1,599.74
145	Treasurer	Salaries Expenses	-	73,950.00	-	73,950.00	68,110.66	5,839.34	185.80	5,653.54
			-	10,829.00	-	10,829.00	9,629.02	1,199.98	-	1,199.98
			126,859.50	12,000.00	80,000.00	218,859.50	7,303.00	211,556.50	211,556.50	-
			126,859.50	96,779.00	80,000.00	303,638.50	85,042.68	218,595.82	211,742.30	6,853.52
146	Collector	Salaries Expenses	-	88,059.00	-	88,059.00	87,226.83	832.17	206.59	625.58
			-	12,815.00	(275.00)	12,540.00	10,211.43	2,328.57	-	2,328.57
			-	3,000.00	-	3,000.00	865.36	2,134.64	2,134.64	-
			-	103,874.00	(275.00)	103,599.00	98,303.62	5,295.38	2,341.23	2,954.15
151	Laws & Claims	Salaries Contract	-	40,000.00	11,047.39	51,047.39	51,047.39	-	-	-
			-	25,000.00	68,521.23	93,521.23	93,521.23	-	-	-
			-	65,000.00	79,568.62	144,568.62	144,568.62	-	-	-
155	Computer Maint.	Expenses	1,706.50	88,000.00	12,600.42	102,306.92	102,306.92	-	-	-
161	Town Clerk	Salaries Expenses	-	91,480.00	(5,200.00)	86,280.00	85,982.00	298.00	227.60	70.40
			-	1,500.00	-	1,500.00	1,351.39	148.61	-	148.61
			-	92,980.00	(5,200.00)	87,780.00	87,333.39	446.61	227.60	219.01

TOWN ACCOUNTANT'S
FY 2019 APPROPRIATIONS REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2018	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2020	Ending Balance
162	Elections & Reg	Salaries Expenses	-	17,900.00	2,720.88	20,620.88	20,287.58	333.30	-	333.30
			520.97	15,000.00	(3,320.88)	12,200.09	12,172.62	27.47	-	27.47
			520.97	32,900.00	(600.00)	32,820.97	32,460.20	360.77	-	360.77
171	Conservation	Salaries Expenses	-	60,665.00	(326.00)	60,339.00	60,153.11	185.89	185.70	0.19
			-	1,500.00	26.00	1,526.00	1,526.00	-	-	-
			-	62,165.00	(300.00)	61,865.00	61,679.11	185.89	185.70	0.19
175	Planning Board	Salaries Expenses	-	107,619.00	(716.17)	106,902.83	106,629.82	273.01	258.99	14.02
			-	6,660.00	(8.83)	6,651.17	4,077.40	2,573.77	-	2,573.77
			-	114,279.00	(725.00)	113,554.00	110,707.22	2,846.78	258.99	2,587.79
192	Town Building	Custodian Expenses	-	12,528.00	-	12,528.00	11,981.25	546.75	-	546.75
			164.40	40,300.00	(4,431.52)	36,032.88	35,892.74	140.14	-	140.14
			164.40	52,828.00	(4,431.52)	48,560.88	47,873.99	686.89	-	686.89
193	Memorial Hall	Custodian Expenses Bldg. Maint.	-	10,614.00	(558.62)	10,055.38	10,055.38	-	-	-
			-	15,450.00	1,918.26	17,368.26	17,368.26	-	-	-
			-	2,300.00	(310.74)	1,989.26	1,989.26	-	-	-
			-	28,364.00	1,048.90	29,412.90	29,412.90	-	-	-
194	Converse Mid Sch	Salaries Expenses	-	10,000.00	-	10,000.00	5,434.62	4,565.38	-	4,565.38
			-	40,000.00	-	40,000.00	97,036.67	(57,036.67)	-	(57,036.67)
			-	50,000.00	-	50,000.00	102,471.29	(52,471.29)	-	(52,471.29)
195	Town Reports	Expenditures	-	2,000.00	-	2,000.00	1,303.80	696.20	-	696.20
210	Police	Salaries Expenses	-	2,236,098.00	(37,130.88)	2,198,967.12	2,032,907.49	166,059.63	701.15	165,358.48
			1,438.80	75,050.00	-	76,488.80	74,153.58	2,335.22	-	2,335.22
		Contract Serv.	1,458.24	73,600.00	41,879.45	116,937.69	116,937.49	0.20	-	0.20
		Utilities	-	600.00	-	600.00	579.47	20.53	-	20.53
		Cruisers	24,465.28	83,500.00	-	107,965.28	81,887.30	26,077.98	23,168.98	2,909.00
			27,362.32	2,468,848.00	4,748.57	2,500,958.89	2,306,465.33	194,493.56	23,870.13	170,623.43
215	Police Station	Salaries Expenses	-	30,000.00	(30,000.00)	-	-	-	-	-
			3,653.77	64,800.00	25,251.43	93,705.20	93,705.20	-	-	-
			3,653.77	94,800.00	(4,748.57)	93,705.20	93,705.20	-	-	-
220	Forest Warden	Salaries Expenses	-	3,000.00	-	3,000.00	3,000.00	-	-	-
			-	100.00	-	100.00	-	100.00	-	100.00
			-	3,100.00	-	3,100.00	3,000.00	100.00	-	100.00
241	Building Inspector	Salaries Expenses	-	92,793.00	-	92,793.00	92,304.90	488.10	240.57	247.53
			145.71	2,463.00	-	2,608.71	672.18	1,936.53	-	1,936.53
			145.71	95,256.00	-	95,401.71	92,977.08	2,424.63	240.57	2,184.06

TOWN ACCOUNTANTS
FY 2019 APPROPRIATIONS REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2018	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2020	Ending Balance
244	Sealer	Salaries Expenses	-	3,000.00	(139.29)	2,860.71	1,145.85	1,714.86	-	1,714.86
			-	250.00	139.29	389.29	389.29	-	-	-
			-	3,250.00	-	3,250.00	1,535.14	1,714.86	-	1,714.86
291	Emergency Mgmt	Salaries Expenditures	-	4,500.00	-	4,500.00	3,750.00	750.00	-	750.00
			-	1,000.00	-	1,000.00	22.25	977.75	-	977.75
			-	5,500.00	-	5,500.00	3,772.25	1,727.75	-	1,727.75
292	Dog Officer	Salaries Expenses	-	41,116.00	-	41,116.00	40,958.56	157.44	157.44	0.00
			-	16,225.00	-	16,225.00	11,109.35	5,115.65	82.28	5,033.37
			-	57,341.00	-	57,341.00	52,067.91	5,273.09	239.72	5,033.37
294	Forestry	Expenses	-	35,000.00	-	35,000.00	34,706.21	293.79	-	293.79
310	Schools	Salaries Expenses	1,805,853.67	-	12,576,497.93	14,382,351.60	13,024,890.64	1,357,460.96	1,357,460.96	-
			5,100.23	16,156,873.00	(12,576,497.93)	3,585,475.30	3,579,597.46	5,877.84	5,877.84	0.00
			1,810,953.90	16,156,873.00	-	17,967,826.90	16,604,488.10	1,363,338.80	1,363,338.80	0.00
320	Pathfinder	Assessment	-	1,671,650.00	-	1,671,650.00	1,671,650.00	-	-	-
423	Snow & Ice	Overtime Supplies	-	40,000.00	27,160.22	67,160.22	67,160.22	-	-	-
			-	260,000.00	72,415.35	332,415.35	332,415.35	-	-	-
			-	300,000.00	99,575.57	399,575.57	399,575.57	-	-	-
424	Street Lights	Expenses	-	120,000.00	-	120,000.00	96,316.55	23,683.45	-	23,683.45
433	Waste Removal	Expenses	-	25,000.00	4,000.00	29,000.00	28,791.11	208.89	-	208.89
435	Ground Water	Expenses	-	30,010.00	-	30,010.00	22,912.27	7,097.73	-	7,097.73
490	Public Works	Salaries Admin. Exp. Maint. Exp. Utilities Capital	-	874,319.00	-	874,319.00	799,277.43	75,041.57	482.20	74,559.37
			-	9,600.00	600.00	10,200.00	9,000.00	1,200.00	-	1,200.00
			8,131.05	311,592.00	2,900.00	322,623.05	247,302.23	75,320.82	20,000.00	55,320.82
			-	21,920.00	-	21,920.00	20,498.42	1,421.58	-	1,421.58
			-	-	-	-	-	-	-	-
			8,131.05	1,217,431.00	3,500.00	1,229,062.05	1,076,078.08	152,983.97	20,482.20	132,501.77
510	BOH	Salaries Expenses	-	79,671.00	584.14	80,255.14	79,940.71	314.43	189.43	125.00
			-	12,616.00	(862.87)	11,753.13	10,442.42	1,310.71	531.08	779.63
			-	92,287.00	(278.73)	92,008.27	90,383.13	1,625.14	720.51	904.63

TOWN ACCOUNTANT'S
FY 2019 APPROPRIATIONS REPORT

Dept. No.	Dept. Name	Function	Encumbered From 2018	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2020	Ending Balance
523	Human Services	Expenses	-	2,000.00	-	2,000.00	-	2,000.00	-	2,000.00
541	Council on Aging	Salaries Expenses	-	172,105.00	(3,572.04)	168,532.96	168,065.93	467.03	467.03	(0.00)
			-	3,140.00	4,086.96	7,226.96	7,226.96	-	-	-
			-	175,245.00	514.92	175,759.92	175,292.89	467.03	467.03	(0.00)
543	Veterans	Salaries Expenses Misc. & Ben.	-	30,671.00	-	30,671.00	29,966.05	704.95	117.38	587.57
			-	4,949.00	479.99	5,428.99	4,942.65	486.34	486.34	-
			-	283,000.00	52,580.34	335,580.34	335,580.34	-	-	-
			-	318,620.00	53,060.33	371,680.33	370,489.04	1,191.29	603.72	587.57
610	Library	Salaries Expenses	-	507,026.00	(23,048.18)	483,977.82	483,942.33	35.49	-	35.49
			-	308,306.00	23,048.18	331,354.18	331,354.18	-	-	-
			-	815,332.00	-	815,332.00	815,296.51	35.49	-	35.49
630	Recreation	Salaries Expenses	-	20,000.00	(6,195.48)	13,804.52	13,804.52	-	-	-
			-	10,000.00	(6,100.00)	3,900.00	3,900.00	-	-	-
			-	30,000.00	(12,295.48)	17,704.52	17,704.52	-	-	-
692	Memorial Day	Expenses	-	3,500.00	-	3,500.00	3,118.37	381.63	-	381.63
710	Debt Principal		-	1,092,345.00	-	1,092,345.00	1,092,144.10	200.90	-	200.90
751	Debt Interest		-	319,389.00	-	319,389.00	318,285.45	1,103.55	-	1,103.55
910	County Retirement Assessment		-	1,760,279.00	-	1,760,279.00	1,738,516.00	21,763.00	-	21,763.00
913	Unemployment		-	40,000.00	39,546.17	79,546.17	79,546.17	-	-	-
914	Group Health Ins		-	4,959,420.00	(260,165.91)	4,699,254.09	4,367,757.78	331,496.31	-	331,496.31
915	Group Life Ins.		-	13,250.00	-	13,250.00	10,543.40	2,706.60	-	2,706.60
919	Medicare		-	240,000.00	20,180.37	260,180.37	260,180.37	-	-	-
945	Gen. Ins.	Misc.	-	449,100.00	40,863.80	489,963.80	489,963.80	-	-	-
950	Stabilization Fund	CIP	-	-	-	130,000.00	(130,000.00)	-	-	(130,000.00)
970	Transfers Out	OPEB	-	-	-	10,000.00	(10,000.00)	-	-	(10,000.00)
Total General Fund			1,997,319.07	34,258,115.00	87,500.00	36,342,934.07	34,140,809.30	2,202,124.77	1,666,432.66	535,692.11

Dept. No.	Dept. Name	Function	Encumbered From 2018	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2020	Ending Balance
443	WWTP	Salaries	-	678,448.00	(62,000.00)	616,448.00	609,431.48	7,016.52	-	7,016.52
		Expenses	-	1,000,820.00	92,000.00	1,092,820.00	1,049,041.83	43,778.17	-	43,778.17
		Sewer Maint	-	110,000.00	(30,000.00)	80,000.00	58,113.94	21,886.06	-	21,886.06
		Capital	79,427.63	-	619,125.00	698,552.63	11,845.09	686,707.54	79,876.17	606,831.37
		Admin Alloc	-	100,124.00	-	100,124.00	100,124.00	-	-	-
			79,427.63	1,889,392.00	619,125.00	2,587,944.63	1,828,556.34	759,388.29	79,876.17	679,512.12
710	Debt Principal		-	520,037.00	-	520,037.00	520,035.86	1.14	-	1.14
751	Debt Interest		-	174,403.00	-	174,403.00	174,399.56	3.44	-	3.44
910	County Retirement Assessment		-	135,515.00	-	135,515.00	133,840.00	1,675.00	-	1,675.00
913	Unemployment		-	1,050.00	-	1,050.00	-	1,050.00	-	1,050.00
914	Group Health Ins		-	142,380.00	-	142,380.00	123,789.54	18,590.46	-	18,590.46
915	Group Life Ins.		-	318.00	-	318.00	267.75	50.25	-	50.25
919	Medicare		-	8,049.00	-	8,049.00	-	8,049.00	-	8,049.00
945	Gen. Ins.	Misc.	-	20,000.00	-	20,000.00	-	20,000.00	-	20,000.00
	Total Wastewater Fund		79,427.63	2,891,144.00	619,125.00	3,589,696.63	2,780,889.05	808,807.58	79,876.17	728,931.41

DEPARTMENT OF PUBLIC SAFETY

POLICE DEPARTMENT

From July 1, 2018 through June 30, 2019, the Palmer Police Department answered approximately 18,970 calls for service, which included 1,707 medical related calls. From these calls, 1,907 criminal offenses were recorded and investigated. Additionally, 757 individuals were arrested / summoned / taken into custody. More than 1,358 traffic citations were issued for 1,905 violations. There were 289 traffic crashes, involving 558 operators/occupants, resulting in injuries to 83 individuals. There was one fatal crash reported during this period. A statistical report of the year's activity follows this report.

The department is currently comprised of 19 full time and 3 part time police officers, in addition to 7 full time and 2 part time civilian members. Two full-time Student Officers are currently attending the Municipal Police Training Council training academy, and are due to graduate in November. Officer Rudolph B. Wilk, a 32 year veteran of the Palmer Police Department, retired in February. We wish him the best in his retirement.

The department received the following grants during this reporting period:

Traffic Enforcement Grant (Highway Safety Division) - \$10,000 was awarded to target speed, seat belt, red light, drunk driving and other violations in the following HSD mobilizations: Speed and Aggressive Driving Enforcement, Drive Sober or Get Pulled Over, Distracted Driving and Click It or Ticket.

9-1-1 Training Grant (State 911 Department) - \$21,764 awarded. Through this program, governmental entities hosting primary Public Safety Answering Points (PSAPs) are eligible to receive reimbursement for training related costs associated with the 9-1-1 system. Awards are based on a rounded formula of 9-1-1 calls received and population served.

PSAP Support and Incentive Grant (State 911 Department) - \$37,776 awarded. The purpose of the State 911 Department Public Safety Answering Point (PSAP) and Regional Emergency Communications Center (RECC) Support and Incentive Grant is to assist PSAPs and regional emergency centers in providing enhanced 911 services and to encourage the development of regional PSAPs, regional secondary PSAPs and regional emergency communication centers.

I would like to thank members of our community for their continued support and encouragement, and the members of the Police Department for their service and dedication to our community. I would also like to thank recently retired Town Manager Charles Blanchard, Town Council President Barbara Barry and all of the Council members for their ongoing support.

I am also grateful to Asst. Public Works Director Joseph Sawicki and his staff, the fire chiefs and their departments, and all of the other town officials and personnel for their assistance and cooperation throughout the year.

Respectfully Submitted,

John J. Janulewicz
Chief of Police

OFFENSE (IBR)	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
ANIMAL CRUELTY				1						1		2	2
ARSON												2	2
ASSAULT AGGRAVATED	5	3	2	6	2	6	4	8	2	3	5	7	53
ASSAULT SIMPLE	11	14	8	10	11	14	15	7	19	10	13	17	149
BAD CHECKS			1					16				2	19
BURGLARY/BREAKING AND ENTERING	3	3	3	3	2		3	2	1	10	10	3	43
COUNTERFEITING / FORGERY	3	5	1	1		3	4	2	1	1			21
CREDIT CARD / AUTOMATIC TELLER										2		1	3
DESTRUCTION / DAMAGE / VANDALISM	3	4	5	13	8	7	5	5	3	8	12	10	83
DISORDERLY CONDUCT	8	5	12	8	2	9	12	4	7	8	8	4	87
DRIVING UNDER THE INFLUENCE	7	12	13	9	6	10	6	5	6	13	8	7	102
DRUG / NARCOTIC VIOLATIONS	8		6	4	9	8	7	10	8	5	18	6	89
DRUNKENNESS (PROTECTIVE CUSTODY)	3	4	5	1	2	2	1		5	4		4	31
EMBEZZLEMENT			1										1
FALSE PRETENSES / SWINDLE	2		1	2	3	1		2		1	2		14
FAMILY OFFENSES, NON-VIOLENT	2	1				2		1	2				8
FORCIBLE FONDLING		1	2										3
HUMAN TRAFFICKING, INVOLUNTARY					1								1
IDENTITY THEFT	1											2	3
IMPERSONATION	1		1				1		2	1	2	1	9
INTIMIDATION	3	6	2	4	3	2	4	1	3	2	3	7	40
KIDNAP / ABDUCTION	1	1	1			1							4
LIQUOR LAW VIOLATIONS		1	2	2		2		2	2		1	1	13
MURDER / NONNEGLIGENT MANSLAUGHTER						1							1
NEGLIGENT MANSLAUGHTER				1									1
PORNOGRAPHY / OBSCENE MATERIAL		1			1		1		2			1	6
RAPE - FORCIBLE		2	2			1		1					6
RAPE - STATUTORY											1	1	2
ROBBERY	3						1						4
SHOPLIFTING	1	2	3			1	1	2	3		2	3	18
STOLEN PROPERTY OFFENSES			1									2	3
THEFT FROM BUILDING			1	1		1							3
THEFT FROM MOTOR VEHICLE				1	3					1	6		11
THEFT OF MOTOR VEHICLE				1	2	2		2		2	2	4	15
THEFT OF MOTOR VEHICLE				1	4	7	1	7	2	5	4	7	51
ALL OTHER LARCENY	4	5	1	4	4								
TRAFFIC, TOWN BY-LAW OFFENSES	64	79	69	60	50	64	27	48	51	70	59	51	692
TRESPASS OF REAL PROPERTY	2	6	2	1		2	2	2	2	1	1	2	23
WEAPONS LAW VIOLATIONS	3	4	1		2	3	1	1	1	1	2		20
ALL OTHER OFFENSES	18	27	26	19	21	16	19	16	32	22	32	23	271
TOTAL	156	186	172	152	132	165	115	145	154	171	193	166	1907

OFFENSES (IBR) BY MONTH - FY 2019

PRIMARY ARRESTING OFFENSE (IBR) BY MONTH - FY 2019

ARRESTING OFFENSE (IBR)	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
ASSAULT & BATTERY - AGGRAVATED	1	1	2	3		3	3	5	1	1	1	3	24
ASSAULT & BATTERY	9	7	4	5	8	8	10	5	11	3	9	9	88
BAD CHECKS			1										2
BURGLARY / BREAKING AND ENTERING							1			1	1	1	4
COUNTERFEITING / FORGERY		2				1							3
DESTRUCTION / DAMAGE / VANDALISM		2		1	1	1	1	1		5	5	1	18
DISORDERLY CONDUCT	2	4	3	1	1	3	4	3	3	3	1	1	29
DRIVING UNDER THE INFLUENCE	5	10	12	9	5	9	3	5	6	9	7	6	86
DRUG / NARCOTIC VIOLATIONS	3			1	2	5	1	4	2	1	8	1	28
DRUNKENNESS (PROTECTIVE CUSTODY)	3	5	5	1	2	2	1		4	4		4	31
FALSE PRETENSES / SWINDLE													
INTIMIDATION	1	1		1	2		1	1	1		1		2
KIDNAPPING / ABDUCTION			1								2	3	12
LIQUOR LAW VIOLATIONS				1					1				1
MURDER / NON NEG. MANSLAUGHTER						1							2
NEGLIGENT MANSLAUGHTER													1
ROBBERY	1			1									1
SHOPLIFTING		1	2			1	1						2
STOLEN PROPERTY OFFENSES						1			1			2	7
THEFT FROM BUILDING							1					2	2
THEFT OF MOTOR VEHICLE					1								1
TRAFFIC, TOWN BY-LAW OFFENSES	20	22	25	18	19	19	8	13	20	20	16	24	224
TRESPASS OF REAL PROPERTY	1	2	1				1	2			1		8
WEAPONS LAW VIOLATIONS	2				2		1	1	1		2		9
ALL OTHER LARCENY							1	2					3
ALL OTHER OFFENSES	10	18	13	7	19	9	14	8	18	12	21	19	168
TOTAL	58	75	69	49	62	62	52	50	69	59	75	77	757

OFFENSES (IN ARRESTS) BY AGE GROUP – FY 2019

OFFENSES	00-10	11-17	18-24	25-34	35-54	55>	TOTALS
ASSAULT – AGGRAVATED		2	9	4	7	2	24
ASSAULT – SIMPLE		7	19	22	30	10	88
BAD CHECKS				1	1		2
BURGLARY / BREAKING & ENTERING			1	1	2		4
COUNTERFEITING / FORGERY			1	1	1		3
DESTRUCTION/DAMAGE/VANDALISM		4	8	4	1	1	18
DISORDERLY CONDUCT			7	6	13	3	29
DRIVING UNDER THE INFLUENCE			15	28	32	11	86
DRUG / NARCOTICS VIOLATIONS			8	9	10	1	28
DRUNKENNESS - PROTECTIVE CUSTODY			4	7	15	5	31
FALSE PRETENSES / SWINDLE			1	1			2
INTIMIDATION		2	1	2	4	3	12
KIDNAPPING / ABDUCTION				1			1
LIQUOR LAW VIOLATIONS			2				2
MURDER / NON NEG MANSLAUGHTER						1	1
NEGLIGENT MANSLAUGHTER					1		1
ROBBERY				1	1		2
SHOPLIFTING			1	2	3	1	7
STOLEN PROPERTY OFFENSES				1	1		2
THEFT FROM BUILDING				1			1
THEFT OF MOTOR VEHICLE				1			1
TRAFFIC / TOWN BY-LAW OFFENSES		8	43	67	82	24	224
TRESPASS OF REAL PROPERTY			1	3	4		8
WEAPON LAW VIOLATIONS		2	2	2	2	1	9
ALL OTHER LARCENY			1		2		3
ALL OTHER OFFENSES		4	24	41	77	22	168
TOTALS		29	148	206	289	85	757

WEAPONS INVOLVED IN OFFENSES – FY 2019

WEAPON TYPE	OCCURRENCES
None	1669
Personal Weapons (Hands, Feet, Etc.)	153
Knife, Cutting Instrument	19
Blunt Object	19
Motor Vehicle	5
Other	15
Rifle	1
Handgun	14
Firearm (Unspecified)	8
Drugs / Narcotics	2
Fire / Incendiary Device	2
Total Occurrences	1907

Department of Public Works

Department of Public Works Annual Report - 2019

The Palmer Department of Public Works herewith submits the annual report for 2019.

November 15, 2018 brought the town the first of eight plowable snowstorms dumping 41 inches of snow during the 2018-2019 winter season. Additionally, long stretches of below freezing temperatures sent our fleet of sanders out to treat roads to insure safety for the next morning's commute of motorists, emergency personnel and school buses. A total of 3,039.03 tons of salt was ordered during this time frame.

In November, in conjunction with CSX railroad, a small portion of road located at the bridge on Bridge Street Palmer was excavated to repair a broken drainage pipe that had separated.

In February, due to an emergency drainage issue, a local contractor was hired to excavate and install 655 feet of drainage pipe and stone on the side of State Street in Bondsville.

Throughout the year, sidewalk replacements or repairs were done on Park Street Palmer, Palmer Road Three Rivers, Highland Street Palmer and Brown Street Palmer.

Through approval from Chapter 90 funding:

Longview Street and Spring Street Palmer were milled and resurfaced

Gates Street Palmer was resurfaced

Crack sealing was done on Main Street, Three Rivers from Monat Street to Commercial Street Thorndike, Belchertown Street, Three Rivers from Bridge Street to town line, Bridge Street, Three Rivers from Main Street to Belchertown Street, Norbell Street, Three Rivers from Belchertown Street to North Street, Shearer Street, Palmer from Thorndike Street to Lawrence Street and Burlingame Street, Palmer from Three Rivers Road to Baptist Hill Street Three Rivers.

Through the town's Capital Improvement Plan, two new 2019 International truck were purchased.

In conjunction with approval from the town's Capital Improvement Plan and Chapter 90 funds, the town purchased a mini-excavator for drainage work along town accepted roadways.

The regular routine of pothole patching, brush mowing, street sweeping, catch basin cleaning and line painting was handled as usual. Forty-one trees were either removed, trimmed or pruned throughout various areas of town. Stumps were ground and removed also. Approximately thirty manholes, catch basins and drop inlets were rebuilt or repaired this year.

Dave Handzel, Superintendent of the Park division and his crew did their best to keep up with the work load of all town properties they maintain, i.e. sport fields, schools, playgrounds, senior center, town hall, police station, etc.

PALMER WATER POLLUTION CONTROL FACILITY

Capital improvements at our facilities and collection system continue on a yearly basis. Fiscal Year 2019 replacement of the old standby generator at pumping station #5. Bids are expected by November.

New processing equipment for the concentration of scum was awarded to DelRay Company. The installation should be completed by the end of 2019.

As the treatment plant and 10 pumping stations are approaching 40 years of service, repairs and/or replacement to the roofs, pumps, clarifiers, instrumentation and upgrading of the dewatering equipment are the major items that need to be addressed in the near future

We received a grant for \$80,000 to purchase and install new nitrogen sensing instrumentation in our aeration tanks that will automatically start and stop the aeration blower when the nitrogen levels dip or rise above the set points. This will help with electrical savings throughout the years to come and keep the town within the parameters of the NPDES permit issued to Palmer by the EPA and MassDEP.

Additionally, we have applied for a grant of up to \$200,000 to create an Asset Management plan for the treatment plant, sewer collection system and the storm water system. The application was submitted on August 23, 2019 and we should hear back by December if we are selected.

We continue to research new technology to increase the dryness of the sludge cake. The cost of sludge disposal has increased as the closing of area landfills increase trucking cost from our contractor.

New regulations from the U.S.EPA Municipal Separate Storm Sewer System (MS4) that pertain to storm water is being labor intensive beyond what was initially determined. The WPCF has become part of the town wide team to tackle these new unfunded mandates. The new permit that became effective on July 1, 2018 has annual goals that must be met by the town and meeting these goals are expensive. In the near future the town will need a funding mechanism to pay for these new annual goals that are set by the EPA and MassDEP.

I would like to thank my staff at the wastewater treatment plant and the entire DPW for their dedication, cooperation, and professionalism that they demonstrate daily.

Respectfully submitted,

Gerry Skowronek
DPW Director

PALMER PUBLIC LIBRARY

Summer Reading

Once again, our Summer Reading and Summer Lunch programs took place in July and August. We saw hundreds of people come through our doors for programming, books, food, and fun! The theme was "Libraries Rock," and a combination of music, art, and science workshops filled the programming schedule. Teen programs included a cupcake-decorating contest, an Escape Room event in our Community Room, and a metalworking tutorial where participants got to go home with a metal bookmark. There was also the annual Anime Convention, where guest speaker Sarah Hodge-Wetherbe gave tips on cosplay costume making.

Acting Director/Youth Services Librarian Stephanie Maher and Assistant Youth Services Librarian Angela Sanches kicked off their programming with a family-friendly Mobile Mini Golf event, which was generously sponsored by local businesses. Participants of all ages wound their way through the Youth Services area and Community Room trying their best to get a hole in one. Stephanie and Angela also hosted six weeks of storytimes, games, contests, performers, and workshops. Performances included the Tanglewood Marionettes, Didgeridoo Down Under, Little Red Wagon Theatre, The Library Lego Lady, and a *Moana* Sing-Along. The Summer Reading Program was closed out by the Toe Jam Puppet Band, who got a big crowd of kids up singing and dancing.

With the help of local businesses, we were able to provide over 700 free t-shirts to our Read-at-Home participants. Every child, teen, and adult who completed 47 days of reading also got to take home a book prize.

We continued our collaboration with the Monson Schools Food Services Department and the USDA to provide free lunch for any child aged 18 or younger four days a week for six weeks. We averaged about 30 meals a day, with about 720 meals total for the summer. This expansion was possible thanks to the help of a group of volunteers from the Second Congregationalist Church in Palmer, who assisted library staff with serving food and monitoring the dining area.

Outreach

The library teamed up with many community organizations this year, including hosting Red Cross blood drives in the fall and spring. We were a drop-off location for toiletries, clothing, and other personal care items for a "Good to Go" Drive to benefit the Mental Health Association, a nonprofit provider of residential and support services for people impacted by mental illness, developmental disabilities, substance abuse, and homelessness in Western Massachusetts. We also continued to be a drop-off location for the Palmer Food Pantry and the Lions Club's Recycle for Sight year-round.

Youth Services Librarian Angela Sanches continued the tradition of teaming up with the Massachusetts Board of Library Commissioners and the Boston Bruins on a Pajama Drive for homeless youth in our state.

Angela Sanches and Assistant Youth Services Librarian Daniel Meadow and Young Adult Librarian Bridget Kennedy met with the Palmer Schools Superintendent Patricia Gardner, and the administrations of both Old Mill Pond and Palmer High School to discuss ways in which we can collaborate more.

Daniel Meadow also partnered with Margaret White and the Palmer Monson Family Network to drop by on Fridays throughout the winter and spring to introduce himself to families in our area and provide storytimes and library outreach.

We maintained our strong connections with Top Floor Learning, River East School-to-Career, the Palmer Historical Commission, Elbow Plantation, the Amherst Rail Society, and the Palmer Senior Center. We hosted the Palmer Fire District #1's annual meeting again this year and continued our collaboration with the local Homeschool Collective, which meets in our Community Room each Monday for classes and workshops.

Adult Services Librarian Amy Golenski teamed with the United Way to provide financial planning counseling to families, teens, and individuals in our area. "Thrive On The Go" is an extension of an in-house United Way program that helps people get back on their feet financially, save money for big purchases like cars and houses, and provides guidance and advice on how to start your financial life on the right track for teens and young adults. This multi-year program will allow participants to meet with the United Way financial counselor until they have achieved their goals.

At least once a month, Outreach Librarian Sandra Burke travels around Palmer in our outreach van, delivering books, movies, books on CD, and more to area patrons who find it difficult to leave their homes. We are always striving to provide as much access to our collection as we can. We hope to expand our outreach services to meet the needs of as many people in our community as possible.

Meeting Spaces

Once again, the use of the library's three public meeting rooms increased over the previous fiscal year. In FY19, our meeting rooms were booked 1,353 times by a variety of local civic groups like the Boy Scouts, the Homeschool Collective, and Palmer Cowboys, as well as private companies and non-profit organizations. Cataloger Ashley Ngan continued to do an excellent job managing our meeting spaces.

Local artist and poet Denise Fontaine-Pincince volunteered her time booking monthly art displays in our Community Room. Among many notable exhibits, Palmer High School Senior Alexa White presented her solo show in June. It was a treat to have a talented young artist's work on display just as she was graduating from Palmer High School. We also hosted an art show for the students of Old Mill Pond and Palmer High School, featuring everything from drawings, paintings, pottery, and sculpture. With Denise's help, we have a vibrant and ever-

changing art gallery at no cost to the public, and we get the chance to highlight some of the most talented members of our community.

Programming

In addition to the Summer Reading Program, the library hosted presentations by many talented artists, musicians, and authors, as well as programming run by skilled library staff.

Adult Services Librarian Amy Golenski organized and facilitated many excellent programs for adults throughout the fall, winter, and spring. Among the highlights were talks by local authors. J.R. Greene gave a presentation about the "Rabbit Railroad" that ran through the towns that would eventually be evacuated to create the Quabbin Reservoir, and also visited around the holidays with his yearly calendar and slide show presentation filled with photos from the Quabbin Reservoir and the towns and communities that once stood there. Mike Shalin stopped by to talk about his book *Home Town Team, A Decade of Boston Red Sox Photography*. Avid sports fans were treated to a collection of photos highlighting the Red Sox' most memorable moments. Local author David Daley discussed his book chronicling the effects of systematic gerrymandering on our national politics. Amy also hosted weekly "Coffee and Coloring" programs, monthly "Crafternoons" and Wicked Wednesday Book Club meetings a tax information workshop, and an electronic device how-to. A few of her most popular programs were a visit from former "Ghost Hunters" star Dustin Pari to talk about his adventures searching for ghosts across the globe with T.A.P.S. and an evening of Robert Frost's Poetry presented by local actor Stephen Collins.

Youth Services Librarian Angela Sanches created a magical evening for kids in teens by transforming our Community Room into the great hall at Hogwarts for a "Harry Potter Yule Ball" complete with wands, costumes, magical games, and food and drink. She filled the Community Room again with her Valentine's Day Soiree in February and with a Grandparents Tea collaboration with the Palmer Monson Family Network.

Angela and Assistant Youth Services Librarian Dan Meadow provided weekly storytimes and music programs for toddlers and preschoolers from September through March, four days a week. Friday mornings were especially fun when Angela held her Music for Munchkins class for little ones. The Youth Room filled with laughter, music, singing, and maracas as parents, grandparents, and caregivers sang and danced with the kids. Each week, they learned a new song to bring home and sing together and were taught the basic building blocks of music education. Roughly fifty children and their families participated in early education programming at the library each week.

Dan converted half of our playroom into a Makerspace for kids. Each week there is new experiment or a new art project to try, tapping into our young patrons' creativity and ingenuity. Every day kids are building, creating, reading, and talking in our Imagination Station with their friends and family.

Local author and illustrator David Hyde Costello was our "Artist in Residence" during February vacation. On Tuesday of that week he played the "Scribble Game" with about twenty kids and their families, drawing a squiggly line on a piece of paper and asking the audience what they

thought that line could become. Quickly a story started to take shape, and David took notes as kids suggested characters, plot lines, and of course a happy ending. David then set up an art studio in our Town Square area and began writing and drawing the story. His work was projected on a screen, allowing patrons of all ages to stop by and watch the artist at work. By the end of the week, he presented the library with a book written by the children of our town, and illustrated by him. The book is on display at the Youth Services Department desk.

Young Adult Librarian Bridget Kennedy provided excellent programming for teens and early adults. The longstanding Role-Playing Game and Anime Clubs continued to go steady, meeting every other week. She also organized a very popular babysitting safety course in collaboration with the Amherst 4-H Club, the Palmer Police Department, and the Palmer Firefighters. She threw a hopping Halloween party for teens that included candy, games, and a costume contest. Bridget ran a weekly teen book club and a weekly writing club after school, and provided lots of opportunity for art and creativity with a "Paint Along With Bob Ross" program, a Black Out Poetry event in April, and a simple origami workshop. She also started a new Teen Advisory Board made up of motivated teen volunteers. Bridget and the Teen Advisory Board ran our annual Gingerbread House Workshop, where over 100 parents and kids stopped by to build candy-filled houses for the holiday season, and hosted a very successful can and bottle drive that raised over \$300 for the library.

Assistant Director Matthew DeCara continued his tradition of organizing the Blind Date with a Book program in February, where patrons take a leap and pick out a covered book solely by the brief (often-funny) synopsis attached to the front. Matthew also organized a group to participate in the National Free RPG Day.

Chess Master William Nolte continued weekly Chess Club meetings every Tuesday in our Community Room. Mr. Nolte also held monthly chess tournaments on Saturday mornings once a month from September to May. In addition to inspiring a new generation of chess enthusiasts, Mr. Nolte also created (with the help of a parent) a chess set made out of plastic soda bottles that allow club members to play chess using the black and white tiled floor in our Community Room as a chessboard!

Number of children's programs	170
Attendance at children's programs	3,410
Number of young adult programs	182
Attendance at young adult programs	1,071
Number of adult programs	83
Attendance at adult programs	1,011

Personnel and Volunteers

We were fortunate to have a team of teen volunteers during our Summer Reading program to help us serve lunches and help with programming. Bonny Rathbone, Sonja Diamanti, and a

dedicated group from the Second Congregationalist Church in Palmer led by Beth Zelazo helped keep the summer lunch program running.

Bev Russell continued to be an invaluable member of our team, donating her time at least two days a week to helping Collection Development Librarian Helene O'Connor to keep the adult collection in order and up to date. Bev and new volunteer Tracy Mastorakis have spent the year working on a massive data entry project that will allow patrons to search and sort street listing data from our Town Report collection dating back to the 1800s. We are also lucky to have the help of Sandy Nichols, who runs our in-house branch of the Library Loft used bookstore by organizing, cleaning, and pricing donated books.

Eleanor Szlachetka, Nancy Bauer, and the rest of the Friends of the Palmer Public Library team kept our Library Loft bookstore running on Park Street. They celebrated their 20th year in operation and have done an incredible job over the years, ensuring that the programming at the library is well funded and able to meet the needs of our patrons. The proceeds from book sales at the Loft enable us to provide quality youth programming, and we could not do it without their help. There is quite a team of volunteers who manage and take care of the Loft with Eleanor and Nancy including, Christine Reim, Steve Bobowicz, Micheal Moran, Lorrie Adamz, Maxine Amos, Barbara Benedetti, Brenda Benoit, Mary Bernat, Sue Bussel, Shirley Christensen, Anne Marie Proulx, Phil Sullivan, Diane Warnock-Draper, Barbara Marriott, Carole Mimeault, Paul Mombourquette, Sandy Noonan, Marilyn Cole, Lorraine DiNuovo, Jackie Graveline, and Barbara Hansen.

We are very grateful to Pathfinder, which always provides us with excellent student help during our summer programming, and to all of the 34 adults and students who participated in our volunteer program providing over 2,000 hours of their time to help the library. We are very fortunate to have such incredible support from our community.

We had a year of transition and change in our personnel staffing in FY19. In July we hired Matthew DeCara as Assistant Director, Matthew had previously been the Young Adult librarian for five years.

In September, we hired Bridget Kennedy as our Young Adult Librarian, Bridget had spent the spring and summer as a temporary employee in the Youth Services Department and is a native of Palmer.

In October, Amy Golenski returned to the library as our Adult Services Librarian. Amy had left her position as Cataloging Librarian for about a year, and her absence was felt. We were delighted to have her back on the staff in an exciting new capacity.

Also in October, Acting Director/Youth Services Librarian Stephanie Maher was offered the position of Interim Director by the Library Board of Directors. Stephanie signed a three-year contract and will become Director upon completion of her Masters in Library and Information Science in 2021.

In December, we promoted Angela Sanches from Assistant Youth Services Librarian to Youth Services Librarian. Angela's strengths aligned well with the position, and her transition has been smooth.

Finally, in January, we hired Daniel Meadow as our Assistant Youth Services Librarian. Daniel had previously worked as a temporary employee for us in the Youth Services department through the fall and winter. Daniel's decade-long experience as a preschool and kindergarten teacher made him an excellent addition to our team.

Throughout this transitional period, we were helped along the way by a group of outstanding temporary staff, including Janet Dawson, Olivia Chartrand, and Cindy Kowalczyk.

We are excited to have a full line-up of permanent staff and look forward to facing challenges and expanding our outreach, programming, and customer service to meet the growing needs of our community. We are lucky to have a strong team of dedicated staff members who care deeply about our patrons.

Library Association and Board of Directors

The Annual Meeting took place in October, bringing together the staff, the Board of Directors and the Library Association to celebrate the achievements of the library and honor the recipients of the Mary McManus Award and the Robert M. Sullivan Award.

The Mary McManus award recognizes individuals who have given their time and talent to make a difference to the youth of our community. The 19th Annual McManus Award was presented to Michael Fuller. Mr. Fuller was the head of the English department at Palmer High School for many years. He was recognized for his excellence in teaching, and his never-ending quest to instill a love of literature, poetry, and writing in his students.

The Robert M. Sullivan Award is given annually to honor individuals who have demonstrated a commitment to supporting the mission of the Palmer Public Library and its Association. The 13th Annual Sullivan award was given posthumously to Phil Opielowski for his dedicated work as part of the Palmer Railroad Advisory Board, his invaluable help in writing the book *One Town, Seven Railroads*, and his support for the Palmer Library over many decades. The award was presented to Phil's wife, Brenda, and his two daughters, Valerie and Catherine.

The Association voted to approve the Director's report and the financial report. The Association also voted to approve the appointment of Kelley Sasur as President of the Board of Directors, Cyd Melcher as Vice President of the Board of Directors, Kayla Haveles as Secretary of the Board of Directors, and Mary Rogers as Treasurer of the Board of Directors. The Library Association also welcomed six new Association members.

Patron Use of the Library

We continued the fine-free program for youth, teens, and seniors this year. The program has generated positive feedback and has resulted in better customer service interactions and a sense of relief for many teens, kids, and families while having little impact on return times. We stand by the sentiment that the library's mission is to provide as much access to information as possible. Financial boundaries should not exist for our youngest patrons. This combined with our longstanding policy to not charge senior citizens for overdue books ensures that the library continues to be a welcoming, inclusive institution that protects the ability of patrons of all ages, ethnicities, genders, and socioeconomic backgrounds to access our materials and facility. The number of registered borrowers (individuals who have Palmer Public Library cards) increased dramatically this year over last year. We believe this increase is due to the rise in programming across all age levels. We are quite pleased in the uptick in registered users and hope to increase the number again this fiscal year.

Number of registered borrowers	11,756
Total attendance at library	67,898
Items received from other libraries for our patrons	11,924
Items provided to other libraries for their patrons	21,619
<i>Library materials borrowed by our patrons:</i>	
Books	56,530
Print magazines & newspapers	1,425
Audio (CDs, Playaways, etc.)	8,112
Video (DVDs, VHS)	36,731
Ebooks	4,059
Downloadable audio (books, music, etc.)	2,241
Materials in electronic format (CD-ROMs)	1,609
Miscellaneous (kits, museum passes, etc.)	492
TOTAL	111,199
Number of reference transactions	11,526
Number of users of public wireless access	7,682

Collections

The staff continued to use the Evergreen Acquisitions program this year. Stephanie Maher, Matthew DeCara, Helene O'Connor, Angela Sanches, Bridget Kennedy, Amy Golenski, Victoria Knolton, and Ashley Ngan all played a part in the Acquisitions process. The Evergreen Acquisitions Program allows patrons to see items that are on order in our catalog, which gives them a glimpse of the newest materials being added to our collections. Sandy Burke, our Technical Services/Outreach Librarian, makes sure that all materials are processed, covered, and labeled correctly before they make it to the shelves. The hard work of all these librarians means we can provide our community with the books, DVDs, video games, and music they want most!

We added some exciting additions to our collections, including all-in-one tablets for kids, new museum passes, and puzzles and board games.

The staff decided last year that in addition to eliminating fines for Youth and Young Adult materials, we would also reduce overdue fines for DVDs from \$1.00 a day to \$.50 and to extend the loan period for video games and TV series. This change has been viewed favorably by our patrons and aligns well with our mission to make our materials more accessible.

<i>Library holdings by type of material:</i>	
Books	57,976
Volumes of print magazines & newspapers	1,807
Audio (CDs, Playaways, etc.)	9,511
Video (DVDs, VHS)	7,359
Ebooks	60,989
Downloadable audio (books, music, etc.)	20,645
Downloadable video	128
Materials in electronic format (CD-ROMs)	657
Microfilm	99
Miscellaneous (kits, museum passes, etc.)	182
TOTAL	159,353

Fundraising and Donations

Each year, local businesses show their support for the library by donating funds to our Mobile Mini Golf Summer Reading kick-off and our Summer Reading t-shirts. Patrons love getting a free t-shirt, designed by a local student artist as a prize for participating in our read-at-home program. We are grateful for the support from our community that helps us provide programming and rewards for our patrons!

In early April, we held our 15th Annual Poetry Pageant, coordinated by local artist and writer Denise Fontaine-Pincince. The theme was trains, and participants could read original works or a poem of their choosing. Twenty-five individuals donated \$25.00 to participate, including Palmer High School English teacher Michael Fuller, who read an original poem. Other participants included local business owners, artists, writers, teachers, and students from Old Mill Pond and Palmer High School. We had a special guest from Emily Dickinson House and Museum talk about Emily's connection to the railroad in Palmer. As always, it was an exceptional night where talented writers and poetry enthusiasts of all ages came together to show support for the library.

We received generous donations to our Youth Services Department from both the Willis Family and the Stolar/Niedziela Family in memory of Joanne Stolar. These gifts allowed us to add Launchpad Tablets for our youngest patrons. These all-in-one tablets do not require an internet connection, and each comes with preloaded games, books, and music on subjects like animals, reading and writing, STEM, and foreign languages. They have been immensely popular with our patrons, and we look forward to adding to the collection. We were also able to purchase a new train table for the Youth Services Department, which was much needed. The train table is a focal point for our smallest visitors, and being able to purchase a new one brightened the space.

Finally, the donation allowed us to spruce up our popular backpack kit collection, which sustains a lot of wear and tear damage. We are incredibly grateful to these families for keeping us in mind as they honor their loved ones and friends.

We received news that we would be receiving a substantial bequest from the estate of Eleanore Hodson. Eleanore had been a generous supporter of the library and had already donated a large sum to us in memory of her parents. That donation helped establish the Local History and Genealogy Room on the third floor. In the fall, we received the first of two payments that would eventually total \$125,000.

As in years past, we were fortunate to have a supportive and generous group of donors and patrons. We are very grateful to be surrounded by enthusiastic advocates for our library who value what we do.

Tenants and Collaborators

The library continues to rent space to River East School-to-Career, an education nonprofit that focuses on connecting students with local businesses to help prepare them for the workforce after graduation. In addition, our longstanding partnership with Top Floor Learning, a nonprofit adult literacy organization that offers tutoring, test prep, ESL classes, citizenship preparation, and basic computer literacy, is still going strong. All three organizations support each other and benefit from sharing a space. The Palmer Public Library staff was pleased to participate in Top Floor Learning's May Basket Fundraiser, and a member of the library staff continues to serve on the board of River East School-to-Career each year.

The library strives to be an integral part of the Palmer Community and is always searching for new ways to provide services and collaborate with local businesses, civic organizations, and nonprofits to fit the needs of our patrons.

Respectfully Submitted,

Stephanie Maher
Interim Director

PALMER PUBLIC SCHOOLS ANNUAL REPORT – 2018-2019

The Palmer Public Schools enters the third year of its District Improvement plan led by Superintendent Patricia Gardner. Our shared vision states that "Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment." Through this plan, the district is guided by the following three key objectives: 1. Effective Instruction, 2. Engaged Learners, and 3. Rigorous Curriculum. All districtwide, and most school-based, initiatives are specifically selected to help meet these objectives

Projected enrollment for the 19-20 School Year, including Old Mill Pond School (grades PK-5) and Palmer High Schools (6-12) is 1,340 students.

Palmer High School

At the Palmer High School for the 2018-2019 there was a fire on March 19th. The fire was contained in one area; however, this small fire caused extensive and substantial smoke damage to three quarters of the school building. Remediation work began immediately from the ServiceMaster Company, from whom we learned we would be out of the high school for two weeks. An action plan was created with approval from The Department of Elementary and Secondary Education that allowed the high school to extend the school day by sixteen minutes. DESE approved the plan to extend the school day and waived three days because we were able to meet the 990 hours of instructional time that is required by the state.

The class of 2019 received their diplomas on June 2nd at Legion Field. One hundred and seven seniors matriculated with 82% attending either a 4-year or a 2-year college, 49% immediately to a 4-year college, 33% to a 2-year college, 3% will enter the military and 15% heading to the work force. The top 20 seniors in the class were honored and recognized by the Palmer Rotary Club at the annual Student Achievement Luncheon. The Rotary presented two \$1000.00 scholarships and two \$500.00 scholarships at the luncheon. Seniors were rewarded for their years of hard work, effort, and academic success at the Annual Awards and Scholarship Night where over \$42,000 was awarded in scholarships. Forty-six different local families, organizations, and businesses presented 107 individual scholarships to 37 of our seniors. Academic and athletic awards were presented to seniors and underclassmen during the Annual Class Day Ceremony, held on May 31st. We sincerely appreciate the generosity extended to our seniors by the numerous individuals, families, and organizations of Palmer.

The official results for the 2018-2019 MCAS results are as follows: in ELA, 85% of 6th graders and 85% of 7th graders passed. In Math, 91% of 6th graders and 82% of 7th graders scored in the passing range. In ELA, 77% of the 8th grade and 94% of the 10th grade passed. In Math, 79% of 8th graders and 92% of the 10th graders passed the MCAS. On the Science and Technology MCAS 83% of the 8th grade and 93% of the 9th grade passed the Science MCAS.

The Advanced Placement Program continues to grow and flourish at Palmer High School, thanks to the partnership forged with the Mass. Math and Science Initiative (MMSI). There were 61 juniors and seniors enrolled taking 86 AP tests. This Sustaining Partnership Program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies.

Participation in the Gateway to College Program at Holyoke Community College provided three students, who were at risk for dropping out, with the opportunity to complete their high school diploma, as well as acquire college credits. Three of our Gateway to College students graduated, accumulating college credits. This was the eighth year of its implementation, and we look forward to our continuing partnership. Through our School-to-Career Program in partnership with the River East School-to-Career Program, we provided the opportunity for work-based

experiences for 47 upperclassmen. Our students were able to gain hands-on experiences in teaching, nursing, accounting, law, economics, marketing and architectural design. We continue to expand and appreciate our partnerships with local businesses. They are an integral part of our success.

Palmer High hosted a myriad of events and celebrations, September Open House for parents, National Honor Society Induction Ceremony, Lions Club Speech Contest, Credit for Life Country Bank Financial Literacy, Veteran's Day Ceremony, First Responders Ceremony, and Spirit Week, with an assortment of competitive activities between all grades. In honor of College and Career Awareness Month in October, we sponsored a College Fair in conjunction with a myriad of activities that focused on college, military, trade schools and career readiness. One hundred schools shared information about their Colleges and Universities with the juniors and seniors. We offered a second semester Open House in January. For the eighth year, a team of Palmer High School students competed in "As Schools Match Wits". Our Music Department performed at various events throughout the year: Eastern States Exposition, the Fall Concert, Festival of Bands and Choruses in December, the QVMEA Concert hosted here at Palmer High School, the Spring Concert, and the Memorial Day Parade. We sent two representatives to the Massachusetts Boys and Girls State for 2018 hosted by Stone Hill College. Palmer High School hosted the Step-Up Day for our incoming 6th graders. In strengthening our bond with the senior community, PHS celebrated National Grandparents/Grand Friend week with visitation to classrooms, and hosted a Grandparents/Grand Friend Thanksgiving luncheon and were entertained with a concert in the auditorium.

We also had a Mock Accident with LifeFlight, Police, Fire, Ambulance, and Beers & Story Funeral Home. During this event students were used for the mock crash and students were part of the School to Career Program where they were helping with Fire and Ambulance.

The Minding Your Mind presentation was in September that was sponsored by Country Bank. We also had the presentation Angst Raising Awareness around Anxiety in June. Both programs were shown during the school day as well as during the evening for the community.

The Palmer United Booster Club and the Music Boosters were very active during the year. There were several fundraisers conducted, as well as recognition banquets for the student athletes and music students. Special thanks are extended to the members of both clubs for their time, hard work, and creative ideas for the benefit of the student body!

The administration team worked to incorporate the District Wide Goals as part of the three-year school improvement plan that serves to compel the school in the decision-making process. The vision for the Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment. The three objectives are effective instruction, engaged learners, and rigorous curriculum. We appreciate and applaud the contributions of our staff members, parents, and community members in promoting lifelong learning skills and making a difference in the lives of our students.

Old Mill Pond Elementary School

Old Mill Pond had a very busy year full of learning for students and staff. OMP implemented a new literacy curriculum, piloted a math program, continued to develop a school-wide PBIS culture, developed an Intervention block (WINN- What I Need Now), and created a data system compiled of math, literacy and social emotional information.

After completing the literacy needs assessment in the Spring of 2018, OMP moved forward with the implementation of a new literacy curriculum, Wonders Readers and Writers Workshop and ECRI phonics program. With the guidance of Hill for Literacy and Wonders Consultants, all staff received both grade level and individualized coaching. Students in grades K-2 received standardized phonics instruction.

Prior to the 2018 school-year, OMP lacked a cohesive school-wide math program. The Leadership Team identified this gap as important and decided to offer to pilot the Engage NY math curriculum throughout the school. To assist with the pilot, our intervention team received training from Looney Math, a consulting company that worked with OMP staff in previous years. The consultants provided coaching to the math interventionists, co-taught in classrooms, and worked with specific teachers that piloted the program. The intervention team also assisted teachers in creating a math block that consisted of Number Talks, allowing students to use analytical thinking to identify and verbalize numerous solutions for math problems. In order to transition to the use of outside consultants to provide professional development to the staff, we sent our math interventionist to be trained as an Advanced Math Recovery Champion. This process will allow for the interventionist to train staff and provide guidance in house, rather than using grant funding to secure professional development from consultants.

Old Mill Pond continued to participate in the 2nd year of conferences, focusing on increasing a positive school culture for students and staff. The implementation of the Positive Behavior Intervention Strategies (PBIS) started with the students developing expectations for the areas of the school, with agreed upon norms for behavior. These norms were developed and posted throughout the school in areas such as the bathrooms, hallways, cafeteria, school bus, and recess area. Through the conversations at the PBIS trainings/conferences, a Think Sheet for student reflection was created with a focus on identifying the way students were feeling when they made the decision, what the impact of the decision was, who was impacted, and a chance to develop a plan if the child was faced with a similar situation in the future. Team tickets were also created, allowing students to be caught doing something positive and receive a ticket. This ticket was put into a grade level container to work for a reward. A PBIS Rewards Day was also created by the specialist teachers to offer choices for different high interest learning opportunities for students once a month.

With the assistance from Hill for Literacy and the Intervention Team, a data system was created to input new student data from universal screeners such as DIBELS, STAR, AVMR, and assorted progress monitoring assessments. The DIBELS literacy assessment was new to OMP and began through the training of specific teachers to screen the whole school. The training continued throughout the school year, allowing all staff to be trained in administering the assessment. The assessment was administered three times during the school year, in the Fall,

Winter and late Spring. These assessments provided teachers a strategic glimpse into the areas of need for each student. This information was used to develop grade level small groups to target the needs of the students. For example, a small group of 3 students from different classes may need specific phonics instruction but, 20 students may be ready to work in book clubs. Through the use of classroom teachers, special educators, interventionists and administration, these strategic groupings were able to be implemented in 6-week cycles, starting in February in grades 1-5. Each grade level was able to participate in at least 2 full rounds of the tier 2 interventions.

We look forward to continuing our work developing a positive climate for staff and students and to begin reaping the benefits of an aligned curriculum in both math and literacy. We look forward to having our students and staff implement more technology in the classrooms, throughout the upcoming year, and also to continue to build our relationship with the PTO to create more wonderful experiences for our students.

Thank you to all the students, staff and the community of OMP for their continued support.

Student Services

The Department of Student Services includes all special education programs, English as a Second Language Programs, home and hospital tutoring, and McKinney-Vento (homeless) and new student registration. The department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs. In addition, the department is responsible for assessing students English Proficiency and providing appropriate services.

The Palmer Public Schools are an Early Childhood through Grade 12 School District and is a member of the Pathfinder Regional Vocational-Technical School District. It offers a full range of programs for students with disabilities at all levels beginning with an integrated preschool and continuing services through graduation, including providing transition planning services for students who do not graduate with a diploma. The department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, BCBA, social skills behavioral support services and school adjustment counseling. Services for low incidence (such as a Deaf or Blind) children are contracted annually as prescribed by the student's Individual Educational Plans.

Our Special Education enrollment is currently 243 students. The school system continues its effort, on the part of each of the schools, to meet children's needs within the classroom in the least restrictive setting. When this is not possible, each school provides a variety of options to meet the needs of students while allowing them to remain in their own community. Programs at each level are available for students with language-based learning needs, Autism, intellectual impairments, health, vision, physical and emotional disabilities. Each school offers life skills curricula and support for social-emotional development with therapeutic supports.

State and federal grants continue to assist in defraying some of the costs of special education. The Federal Special Education Grant 240 (94-142), funds the cost of instructional curricula, equipment, assistive technology needs, and contracted services. The State Early Childhood Grants, 262 and

298, provide Occupational Therapy supports, curriculum, assessment and screening services to children enrolled in private preschool programs and other early childhood age groups. Grant 274 provides funding for special education improvement through professional development.

From the Department of Student Services, the 2018-2019 school year was one of continued program improvement and development in the area of inclusion practices, professional development for teachers and paraprofessional staff, program design and curriculum. The district continues to be committed to bringing tiered systems of support, social emotional supports, an improved pre-referral process, enhanced structures and supports for IEP writing, inclusion practices, co-teaching strategies, and improved outcomes for our students with disabilities and our English language learners.

Facilities

The Facilities Department oversees the work performance of maintenance and custodial members in the school buildings, school bus transportation services, facility rentals, grounds upkeep and facility maintenance and improvements.

The buildings and grounds are in use virtually seven days a week and well into the late evening by many civic and private groups in addition to the school programs.

At Old Mill Pond School, we moved/updated the music room, the OT-PT area and the library.

The Palmer High School had the air handling units rebuilt/updated in the auditorium and music room.

As always, we cannot express enough how truly grateful we are to the other town departments who continually provide outstanding support, services and expertise.

Special thanks to the Parks and Highway Departments for all they do year round with the grounds. Your efforts are very much appreciated.

Summary

During the 2018-2019 school year Palmer Public School maintained it's rating as a school district with an "overall classification not requiring assistance or intervention." Over the course of Superintendent Gardner's leadership, the district has placed additional focus and resources towards improving upon this status, and the district continues to reflect on the amazing progress reached thus far, with continued improvement expected. In 2018-2019 each school worked with Professional Development consultants to review and improve practices, curriculum alignment, climate, culture, and placed a special focus on improving literacy in grades K-12.

The School Department budget continues to meet the minimum requirement for net school spending and expects to meet it again in FY20. Grants and Special Education reimbursement programs continue to provide much needed supplemental funding; however, due to federal and

state cutbacks, these sources are largely stagnant. The district continues to supplement tiered instruction with the Title 1 grant, providing opportunities for students to close achievement gaps. The district hopes to support substance abuse awareness, including vaping, social emotional learning and supplement PBIS in both schools.

The addition of a Charter School in Sturbridge redirected funds away from the schools in the FY18 budget and it continues to remain a factor. School choice has remained level in regards to school choice in and continues to steadily increase in regards to school choice out of the district. Of note, we see an increase to virtual school districts, as they gain in popularity across the Commonwealth. We continue to offer therapeutic programs in district and averaged 18.6 out of district students for the 2018-2019 school year.

The School Committee, administration, faculty, and staff remain committed to the children of the Palmer Public Schools. We continue to make every effort to provide our students with a safe, clean and engaging school environment. We encourage parents, the community and businesses to join us as we serve our community of learners in the coming years.

Respectfully,

Palmer School Committee

Lisa Murray, Chair
Bonny Rathbone, Vice Chair
Gary Blanchette, Secretary
Charles Baker, Member
Sandy Noonan, Member

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

2019

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District. Currently the Committee consists of 11 members: two members each from Belchertown and Palmer and one each from the remaining towns. Membership on the Committee remained unchanged as a result of the November election. At the Reorganization Meeting, David Droz (Palmer) was elected Chairman and Michael Cavanaugh (Palmer) was elected Vice-Chairman. Lorraine F. Alves (Belchertown) was re-elected Secretary. The Student Member of the Committee is Elan de Ris, a non-resident student from Amherst,

CURRICULUM

Based on the most recent MCAS scores, Pathfinder has continued to improve on narrowing the proficiency gaps. While the Department of Elementary & Secondary Education has previously designated Pathfinder as a “Level 3” school, the District has actually improved its percentile ranking within the state accountability system. A “Level 3” distinction meant that, despite the improvement in MCAS scores, there are subgroups of the student population (*e.g.*, high needs; students with disabilities) that have not made sufficient progress toward “Proficiency” as expected by the Department of Elementary & Secondary Education. The state accountability system has changed its designations for schools and districts, meaning that schools and districts are no longer given “Levels”, and with the increases in MCAS scores and other accountability measures, Pathfinder Regional has been determined to **No Longer Require Assistance or Intervention**. Along with this, as mentioned above, Pathfinder has increased its’ accountability percentile from 14 to 25, which constitutes an approximate 79% increase from year-to-year if compared.

Part of an ongoing strategy for District improvement has been the implementation of a Math Enrichment Curriculum for all incoming 9th graders. This course focuses on calibrating compulsory math skills as students enter Pathfinder, with emphasis in the second half of the year on concepts tied to both math coursework and technical content. Additionally, all 10th graders engage in a targeted MCAS Preparation course, reviewing content and test-taking strategies for the spring testing period. The newest initiative related to improving accountability status was the Collaborative Reading Training Program, in which teachers shape their instructional practices to increase student reading comprehension through engaging, student-centered reading strategies. Also, for the 2018-2019 school year, all 9th grade students will be taking a writing seminar. This is a half-year course that focuses on basic writing skills in hopes of raising the level at which students are writing for their English courses, as well as for the 10th grade MCAS assessment.

In addition to honors level courses in all core academic content areas at all grade levels, Pathfinder also offered Advanced Placement coursework in Calculus, English Language and Composition, US History, and English Literature and Composition. In May 2018, 50 students

sat for 55 exams. For the upcoming 2018-2019 school year, Statistics will be added to the AP offerings as well. Efforts to increase the higher-level offerings for students are ongoing.

Curriculum on a whole is continuously being vetted and evaluated to make sure that students are mastering standards that are determined in the frameworks prescribed by the state. For the 2018-2019 school year, the Social Studies Department has adopted the new frameworks that were created, and the teachers have been creating and delivering a curriculum accordingly. Including more electives and pathways in academic areas is a continuing conversation, in order to make sure that the needs of all learners are met. Course progressions in each academic area are being evaluated and discussed in order to be proactive for students and their development.

SELECTED MUNICIPAL AND COMMUNITY PROJECTS:

In 2018, Pathfinder's technical programs received 763 requests for work to be performed.

Advanced Manufacturing

- Fabricated a shaft for a sand/ salt spreader for the Monson Department of Public Works.
- Fabricated key chains for the Ware Police Department.
- Fabricated a traffic cone brand for the Palmer Police Department.
- Made cribbage boards for a number of local non-profit organizations for fund raising events and occasional retirement recognitions.

Automotive Technology

- Pathfinder's Automotive Technology department worked on 317 vehicles in 2018, resulting in a savings of over \$88,000.00 for members of the community when compared to average industry rates.

Carpentry

- Repaired and replaced roof and trim on public restroom building at Laviolette Field in Palmer.
- Constructed a garage for the East Quabbin Land Trust in Hardwick.
- Constructed a carriage house for the Oakham Historical Association.
- Completed renovations at the Ware Senior Center.

Collision Repair and Refinishing

- Refurbished fourteen metal Christmas light fixtures for the town of Belchertown's Lighting Committee.
- Received and completed seventy requests for auto detailing service.

Cosmetology

- Students continued their annual visits to area Senior Centers during which they provided “Spa Days” for seniors. The services they offered included manicures, pedicures, facials, and hair styles. These services were provided in Palmer, Ware, and Belchertown.

Culinary Arts

- Prepared food for the Town of Granby’s 250th Anniversary farm –to- table dinner, hosted by the Granby Agricultural Commission.
- Perso, Pathfinder’s restaurant, totaled over \$20,000.00 in sales in 2018, resulting in a savings of over \$30,000.00 to community members when compared to industry pricing.
- Pathfinder’s Culinary Arts Bake Shop filled numerous orders for assorted baked goods for members of the community.

Electrical

- Numerous projects at Pathfinder, including wiring two new lifts in Automotive Technology, replacing 16 exterior lights, installation of new library screen and projector, and removal of existing electrical in preparation for renovation of the new Plumbing Shop.
- Electrical installation at the new carriage house for Oakham Historical Association.
- Assisted with renovations at the Ware Senior Center
- Fixed multiple light fixtures and ran data cables to Palmer Police Department’s 911 desk.

Health Assisting

- Coordinated one blood drive with the American Red Cross and one with Baystate Medical Center.

Horticulture

- Completed construction of a fitness path at Laviolette Field in Palmer.
- Pruned trees for Belchertown Public Schools.

Hospitality

- Served dinner at the Town of Granby’s 250th Anniversary farm- to-table dinner, hosted by the Granby Agricultural Commission.

COOPERATIVE EDUCATION PROGRAM

Cooperative Education Program / WIOA

Sixty-Four students have participated in the school's Cooperative Education Program. This program provides opportunities for paid, career-related jobs in lieu of students attending their career and technical education courses. In this real work environment, the students enhance their technical skills, develop interpersonal skills, and experience valuable lessons in maintaining a balance of their personal lives, school academics, and their jobs. The Cooperative Education experience is a reward to those students who demonstrate positive attitudes, good attendance, and better than average grades in their technical and academic classes.

Partnerships with area businesses and our strong Advisory Committees have been a driving force in obtaining cooperative education placements. Pathfinder is committed to providing students with this valuable opportunity which often leads to full-time employment upon graduation, and intends to continue to work closely with regional businesses to expand the program.

In addition to the Cooperative Education program, Pathfinder is an In-School WIOA Title I Youth Vendor. As a result of this grant award, Pathfinder coordinates and oversees both subsidized and unsubsidized employment opportunities for eligible students during the summer and throughout the school year. Currently there are 23 active participants in the program with students working at the Palmer Library, Silver Bell Farm, and The Arbors in Amherst to name a few. Pathfinder strives to align the WIOA employment opportunities with the student's Career and Technical program. In December 2018, 22 of the current WIOA participants received a \$40.00 bonus for meeting the necessary incentive criteria. The criteria include: 100% attendance during the trimester; pass all academic and career and technical classes; full participation in extracurricular school activities such as sports, student organizations, clubs, etc.; full participation in community activities such as recreational sports, Eagle Scout, driver's education, etc.; maintain a working position for at least 10 hours per week or active job search; enroll and fully participate in a community/social agency based program; begin and/or complete the Workplace Readiness Certificate Program; and be awarded a Pathfinder diploma and Chapter 74 Vocational Certificate or area high school diploma.

STUDENT BODY AND STUDENT SERVICES

Pathfinder's total enrollment was 654 as of October 1, 2018, including the following numbers from member towns: Belchertown 109; Granby 22; Hardwick 29; Monson 78; New Braintree 6; Oakham 14; Palmer 161; Ware 118; and Warren 53. The remaining students were residents of out-of-district communities, the largest number of students coming from West Brookfield 23. The 654 figure on October 1st represents an increase of 39 students overall from the number reported on October 1, 2017.

The Guidance Office—which also serves as the Admissions Office—received far more applications for the 9th grade openings than the school could accommodate. Transfer opportunities into the 10th or 11th grades were also very limited. Consequently, the school experienced another year of waiting lists.

In October & November, Pathfinder's Guidance Director visited the 8th graders in member towns to provide an in-depth presentation about Pathfinder's offerings and the application process. *Showcase Day* occurred on the morning of November 19th with over 250 8th grade

students from member districts participating in interactive hands-on experiences in three different technical program areas with opportunities to hear directly from staff, Student Ambassadors and current student volunteers. Our annual *Career Night* followed on November 28th, for 7th & 8th graders and their parents. About 400 guests in attendance were treated to a pasta dinner and had an opportunity to visit any program of interest. New this year, Pathfinder's online applications opened at the Career Night Event allowing interested 8th grade students & parents to complete an application right on-site with staff assistance available if needed. By the end of the evening, over 100 applications were submitted.

On May 3rd the Pathfinder Chapter of the National Technical Honor Society recognized the largest group yet of deserving members in an impressive ceremony. The group of 44 students consisted of 18 returning seniors, four new seniors and 22 new juniors; to qualify, students must have a cumulative GPA of 3.5 or above and exhibit the qualities of skill, honesty, service, responsibility, scholarship, citizenship, and leadership.

At the Annual Outstanding Vocational-Technical Student awards dinner sponsored by the Massachusetts Association of Vocational Administrators (MAVA) and the Massachusetts Vocational Association (MVA),

Ware resident Lindsey Kelleher was recognized as Pathfinder's honoree. Lindsey was a stand-out student in the Business Technology Program at Pathfinder. With a passion for learning, devotion to being her best, and an internal drive to succeed, Lindsey was clearly a deserving recipient. Ranked at the top of her class with a 3.97 GPA, Lindsey completed numerous honors & AP courses and earned multiple awards in her technical program, as well as 2nd place at DECA in Business Services/Marketing and a bronze medal in Customer Service at SkillsUSA district competition. Lindsey was also named a recipient of the John & Abigail Adams Scholarship and was honored as Pathfinder's recipient of the M.A.S.S. Academic Excellence Award. Simultaneously, she was employed by Crimmins -Graveline Insurance Agency, Inc. of Palmer through Pathfinder's Cooperative Education program. Outside of school, Lindsey's passion and world revolved around dance. In the fall of 2018, Lindsey was able to realize her dream by attending Dean College in Franklin, MA to study at their Palladino School of Dance.

On June 1, 2018, the graduating class of 135 students received diplomas and technical certificates at commencement exercises. Approximately 40% of the graduates received scholarship awards totaling over \$30,000 during the annual Scholarship Night ceremony on May 24th, with much more made available through John & Abigail Adams Scholarships, as well as awards and grants to our graduates from the colleges and universities to which they had been offered admission. Once again, state and local organizations and businesses, post-secondary institutions, as well as private individuals, continued to recognize the ability and potential of Pathfinder graduates in the form of generous donations. The school committee, administration-- and particularly the graduates-- are grateful for this support and are especially proud of the number of awards that have been made to honor the memory of former Pathfinder students and staff members.

For the school year 2018-2019, significant changes were made to the administrative structure of Student Services. Brenda Turner was appointed Director of Guidance and Michael Forrest was appointed Interim Director of Special Education.

The staff in the Guidance Department continued to work on helping students to be **College and Career Ready** through updating its curriculum and broadening its services in order to assist students as they transition to post-secondary education or the workforce upon graduation. The Guidance Department is also responsible for overseeing the 504 Accommodation Plans for approximately 68 students. This involves setting up meetings with teachers, students, and families to update plans and to ensure that the appropriate accommodations are in place.

The Special Education Department was responsible for implementing Independent Educational Plans (IEP's) for approximately 176 students. The Special Education Department offers a range of educational and counseling services that strive to meet the diverse needs of our students. The Department works cooperatively with students, their families, academic and vocational teachers, and service providers in order to assist each student in reaching their educational goals. The Special Education Department provides a continuum of services with instruction taking place in both inclusion settings and in special education classrooms. Through the Reading Department, literacy instruction is provided for qualifying students.

To further address the needs of our students, the Special Education Department has also invested extensively in assistive technology, including text- to- speech, speech- to text (voice dictation), and word prediction that assists students in reaching their academic potential. In addition to its investment in assistive technology, the department also utilizes *Bookshare*, which is an organization that provides books in digital format for individuals with visual and learning disabilities.

The Special Education Department has also continued to develop partnerships with outside agencies, including the Massachusetts Rehabilitation Commission (MRC) and the Department of Developmental Services (DDS) in order to assist students in their transition to post-secondary life. In partnership with Pathfinder, MRC has run a pre-employment training skills class (Pre-ETS) for students at Pathfinder to assist students in developing the "soft-skills" that they will need in order to be better prepared for the workplace. The Pre-ETS program has also provided students with the opportunity to gain work experience by participating in eight-week paid internships.

STUDENT ACTIVITIES

In February, Pathfinder's Automotive Technology program placed a team of two students into the state finals for the Massachusetts Dealer Association Competition. They competed against 190 students statewide, and have moved onto the state finals where they will compete against ten teams for a chance to move to the national event in NYC!

In March, 133 students represented Pathfinder at the SkillsUSA District V Competition which took place at Bay Path RVTHS. This was the largest group of students sent in the history of the school's participation, proudly representing 14 of our 15 program areas. Four students were awarded gold medals, seven silver medals, nine bronze medals, and two students earned perfect score awards!

A number of new clubs were formed by staff and students this year! Karaoke Club, Women in STEM, Amateur Radio Club, Paw Finders (a club committed to fundraising and volunteering for local animal shelters), a renewed Ski Club, and Welding Club are a few of the new clubs being offered to our students.

The Diversity Club has been concentrating on promoting school -wide tolerance and acceptance. Some of the activities included a dance, cookie decorating, field trips, and a citrus fundraiser.

Horticulture students participated in the FFA State Convention in all career development events, including Natural Resources, Forestry, Turf, Landscaping, Safe Equipment Operation, Safe Tractor Operation, Floriculture, and many more. At the State level, six students placed in: Extemporaneous Speaking (1st), Forestry (3rd), Safe Equipment Operation (3rd) and Safe Tractor Operation (2nd). Fundraising events throughout the year made attendance at this event possible. Pathfinder boasts 100% FFA membership, including students in all four grades.

Pathfinder Cosmetology hosted the 5th annual Beauty Schools' Battle on May 3rd. The competition included students from Bay Path, Franklin Co. Tech., Upper Cape Cod Tech., Durfee H.S., Northeast Metro Tech., and McCann Tech. Representatives from Cosmo Prof, Salon Centric, Smart Cuts, Rusk, Great Cuts, Hair Cuttery, J. C. Penny Salon, and Paul Mitchell were in attendance, and also helped judge the contests. Pathfinder Cosmetology students performed well, winning in several categories.

Four Blood Drives were held in 2018, two through Bay State Hospital's Mobile Drive, and two through the American Red Cross. A total of over 250 lives were potentially impacted and saved through donations across the four drives! At the end of 2018, \$250 had been earned in scholarships for our senior students through the Red Cross.

On September 23rd, Pathfinder held its 26th Annual Car Show, proceeds from which helped to defray the cost of sending students to the annual SkillsUSA competition. This successful show attracted car lovers in all generations, and was the largest in history with 221 registered show vehicles on display!

This year was a very special Open House as nationally renowned speaker and author Mark Perna delivered a keynote speech to parents and students in attendance. His presentation featured the theme of the "Competitive Advantage" of attending a school like Pathfinder.

Through funding from the *AMP It Up!* grant award from the Commonwealth's Advanced Manufacturing Futures Program, students were treated to an Advanced Manufacturing College and Career Fair on October 18th. The fair was a huge success, with over 450 students from Pathfinder, Chicopee Comp, and Dean Tech in attendance. The fair helped to shape student interest not only manufacturing career and college options but also overall employability skills.

Pathfinder's Collision Repair and Refinishing Program was featured on WWLP News 22 on October 23rd as Sy Becker reported on the wonderful project the students undertook in the town of Belchertown. Students repaired a lighting display that has been part of an 18-year holiday

tradition on the Belchertown Common. To honor their hard work, Pathfinder students were asked to be the guests of honor when the lights were turned on at the November 24th celebration.

On November 2nd, Pathfinder went down in history as the first vocational school to communicate live with astronauts aboard the International Space Station (ISS) using ham radio equipment built by students! Esteemed guests from elected officials to amateur radio enthusiasts looked on as Pathfinder students asked intriguing questions to astronauts aboard the ISS. An arduous amount of work was put into the project by several staff members and students in the Amateur Radio Club and the Women in STEM Club. The project was featured on television channels 40 and 22, as well as M-PACT Local Access.

Also on November 2nd, students from Ms. Puls and Mrs. Menino's classes stood at the end of Panek Street to cheer on former US Army Staff Sergeant James Chartier as he continued on his 90-mile march from Chicopee to Boston, MA to raise awareness about PTSD and homelessness among veterans. Students were able to ask Staff Sergeant Chartier questions, thank him for his service, and give him cheers of support as he continued on his way.

Business Technology students competed in the Junior Achievement of Western MA Stock Market Challenge on November 8th. Pathfinder placed fourth out of fifty schools, and all teams finished in the top ten out of 135 competing teams! Competition was fierce throughout the day as Pathfinder held the top spot up until the last quarter. The students are already devising their strategy for next year's competition!

On November 20th, two Pathfinder robotics teams competed in their first qualifying attempt for the State championship at the QCC November Fall Classic. Each team brought strong robots to the event, and were able to overcome any problems that came their way with remarkable team work. Both teams deserve praise for delivering competition-ready robots in record time! Competing early in the season leaves four to five more attempts for the Pathfinder teams to qualify for a State championship. Team 785A had four wins and three losses before the finals and ranked 12th out of 30 teams. Team 785B had 6 wins and 1 loss before the finals, and ranked 4th out of 30 teams.

The Student Council sponsored food drive was a success as it brought in 1076 canned/boxed goods and 49 turkeys on November 20th to support the local communities!

On December 10th the Drama Club gave a delightful performance of Alice in Wonderland.

Students and staff enjoyed Spirit Week during the last school week in December. The various themes were: Twin Day, Pathfinder Gear/Pride Day, Holiday Outfit/Ugly Sweater Day, Favorite Sports Jersey Day, and Pajama Day. On December 18th the Pathfinder Horticultural program delivered poinsettias to the Palmer Senior Center for their holiday luncheon. The Pathfinder Culinary Arts and Hospitality Programs put on a fabulous holiday buffet for staff and students on December 19th. On December 21st, the Advanced Manufacturing program held their 24th annual car derby, in which all 11th grade Advanced Manufacturing students competed with the cars they built.

ATHLETICS

Pathfinder continued to offer a robust program of interscholastic athletics, altogether involving approximately 170 students. Major personnel changes were instituted during the year as Joe Baldyga became the new Athletic Director and Head Football Coach, sharing the varsity coaching role with Mark Gallagher. New JV Football coaches included Eric Simard and Zach Dreher.

The football team experienced a "building year" but received numerous commendations from opposing coaches during the season. Nine freshman players were added to the roster.

Both Boys' and Girls' 2018 Soccer Teams qualified for the Western Mass. Tournaments, and the Girls made the finals in the State Vocational Soccer Tournament. Junior Varsity Coaches and teams were added to the program to help with player development. Through a Cooperative Arrangement, Pathfinder girls were eligible to play Field Hockey with the Palmer High School team.

Pathfinder continued to be the host school for a Cooperative Arrangement with Palmer and Ware. The team won the league in the 2017-18 season. To round out the winter record, the Girls' Basketball Team qualified for the Western Mass. Tournament.

Lacrosse entered its second season as a popular offering after years of anticipation. Adding another outdoor sport did, however, intensify the need for additional field space.

GRANTS, DONATIONS AND CONTRACTS

Program Name	Amount	Application
Federal Grant SPED Grant #240	FY 18 \$231,795. FY 19 \$231,446.	Instructional and Support Staff, Contractual Services, Supplies, Transition Services and Travel for Supporting Students with Disabilities
Federal Grant SPED Improvement Grant#274	FY 18 \$230	Contractual Services
Federal Grant Teacher Quality Grant #140	FY 18 \$26,015 FY 19 \$23,148	Contractual Services, Supplies, and Travel for Improving Basic Programs Operated by Pathfinder
Federal Grant Title I #305	FY 18 \$144,002 FY 19 \$140,814	Instructional and Support Staff, Stipends, Supplies and Travel for Improving Basic Programs
Federal Grant Title IV #309	FY 18 \$3576 FY 19 \$10,421	Computers for High-Quality Educational Learning Environments for All

Federal Grant Perkins #400	FY 18 \$99740 FY 19 \$105,043	Equipment, Supplies, and Travel for Preparing Students for College and Career Readiness Leadership Academies for Aspiring Administrators
Federal Grant/Holyoke	\$5,000	Stipends for CTE Regionalization Collaboration study in Western Mass
Health Grant	\$4,401.81	Life Support System and Supplies to support school nurse
Federal Grant WIOA	FY 18 \$39662 FY 19 \$44,338	Student and Support Staff Salaries for In-School Youth Employment Opportunities, Travel and Fringe Expenses
Massachusetts Focus Academy #248A	FY 18	Educator Cohort for both CTE and Academic Pathfinder instructors to earn credits thru Fitchburg State University by attending the course, "Sustaining a Positive School-Wide Learning Environment".
Massachusetts Development Finance Agency (MassDevelopment) AMP it up!	Feb 2018 \$8675	<i>The Art of Design and Advanced Manufacturing Program</i> -Pathfinder along with numerous collaborating entities, including 18 manufacturing companies, provided students and families of the region with information on the numerous, exciting, and financially awarding career pathways of the manufacturing industry located locally. This information was disseminated via hands-on maker space projects for regional middle school students, field trips to partnering manufacturing facilities, and culminated with a manufacturing/engineering themed college and career fair for local high school students. Over 700 students from grade 7-12 participated in the events made possible from this grant.
Gene Haas Foundation #1	\$11,000	Scholarship and Equipment to promote manufacturing careers for students
Gene Haas Foundation #2	\$10,000	Scholarship and Equipment to promote manufacturing careers for students
Massachusetts Skills Capital Grant	FY 19 \$489,871	Pathfinder was awarded this grant in order to continue to create quality pathways in high-skilled, high-demand industry sectors,

		and to expand our program offerings to include a Plumbing and Pipefitting Chapter 74 program. The funds are being used to purchase materials for the program and to construct a lab/workshop for students. The program is scheduled to open in Fall 2019.
TOTAL GRANTS	\$1,629,177.81	

SPECIAL PROGRAMS

The Summer Youth Enrichment Program was a huge success with over 125 students selecting 190 different program slots-- over 60 children a week!

Parent and student satisfaction with the Youth Enrichment Programs has been extraordinary. Many students return to the program several times and express regret when they become too old to participate. It serves as an excellent introduction to Pathfinder and its environment. A sizeable percentage of participants from the Youth Enrichment Program enroll in Pathfinder once they reach the 9th grade!

Pathfinder offered an online Academic Summer School program designed to enable students to recover credit needed for promotion or graduation through a four-week, 40-hour course of study, which ran from the second week of July through the first week of August. Additionally, Pathfinder offered in-district students a Vocational Related Summer School credit recovery option that spanned five days and a total of 20 hours from July 30-August 3. In total, 130 students from 16 districts completed 162 summer school courses.

FACULTY AND STAFF

Currently the Pathfinder staff consists of 44 vocational teachers, 25 academic teachers, 2 teaching assistant, 1 part-time athletic trainer, 8 special education teachers, 3 counselors, a psychologist, a library-media specialist, a speech & language pathologist, a behavioral specialist, a nurse and 9 paraprofessionals. The school is managed by the Superintendent and a group of 8

professional administrators as well as a full-time grants/cooperative education coordinator. The support staff includes 7 custodians, 11 clerical personnel, and 2 cafeteria workers.

In June, the school said farewell to retirees Donna Bartlett (Health Assisting); Richard Croteau (Programming and Web); Daniel Fisk (Horticulture); and James Hurley (Carpentry). The end of the school year also saw the departure of Anthony Papuga (Assistant Director) and, subsequently Nicole Heroux, (Special Education Director). Pathfinder also said a proud farewell to Academic Director Tim Moriarty upon his acceptance into the Doctor of Education Leadership Program at the Harvard Graduate School of Education.

New Instructors hired included Nicole Horton and Elizabeth Butler who will oversee a new offering in Professional Skills; Patrick Boudette (Hospitality); Randy Dimitropolis (Plumbing and HVAC); Anthony Braden (Health Assisting); Bradley Lord (Electrical); Philip Gallo (Carpentry); Sarah Malanson (Programming and Web); Lynn Dupuis (Horticulture); Stephanie Menino (English); Mark Gallagher (Special Education); Thomas Orszulak (Part-time Psychologist); Kyle Lussier (Teaching Assistant); Kevin Dasilva (IT Technical Assistant); and Rachael Bly and Jason Whittier (Paraprofessionals).

Administrators new to Pathfinder include Carrie Auffrey (Assistant Principal) and Daniel Whalley (Academic Director). Eric Duda continues as Assistant Superintendent/Principal and Ryan Rege continues as Vocational Director. Brenda Turner was promoted to Guidance Director and Michael Forrest was selected as Interim Director of Special Education.

Dr. Paist continues to serve on the Board of Directors of the Massachusetts Association of Vocational Administrators and on the Board of Directors of the Quaboag Hills Chamber of Commerce. An active member of the Assn. for Career & Technical Education, he is one of two Region I Directors for that organization's National Council of Local Administrators (NCLA). At the April meeting of the Mass. Assn. of School Superintendents, Dr. Paist was presented the President's Award for the second time in his tenure at Pathfinder.

BUDGET AND FINANCE

In March of 2018, the school committee adopted a final FY19 budget of \$14,156,584 representing a 1.97% Increase over the previous year. The 1.97% Increase in FY19 also included the third year of five years' payments on the Total Roof Replacement Project. Subsequently, Pathfinder's nine member communities unanimously voted approval of their assessments during their 2018 town meetings, thereby approving the FY19 budget pursuant to

the regional school budget statute. (Please note that Pathfinder's budget increased 0.00 % in FY18, 3.92% in FY17, 1.59% in FY16, and decreased 0.34% in FY15).

Included in Pathfinder's FY19 approved budget assessment calculation, the Regional School Transportation Reimbursement Rate was estimated conservatively at 67 % based on historical receipts over the last 5 years. The final Regional School Transportation Reimbursement Rate was 71 %. Any additional funds received were placed in the districts approved Surplus Transportation Aid Account and must be used in the following fiscal year to reduce the districts transportation budget per Massachusetts General Law.

As stated in past years, Pathfinder has generated substantial annual revenue from the enrollment of non-resident tuition students after all eligible in-district applicants have been accepted. These revenues are used to subsidize the annual operating budgets and reduce District assessments. Annual out-of-district tuition revenue for the last 3 years is as follows: FY16 @ \$415,660, FY17 @ \$561,359 , FY18 @ \$566,234. Pathfinder currently anticipates FY19 revenues to be consistent with the FY18 final revenues.

Pathfinders Chapter 70 Aid has changed very little in recent years with a total increase of \$68,434.00 for the last four years. As the states Foundation Budget Calculation has not been changed/updated since its inception in 1993, the state's support in the specific areas of Health Care Costs and Special Education Costs has been woefully inadequate. The lack of Chapter 70 funding in these areas has caused cities and towns to pick up a disproportionate share of these costs. While the state did convene a Foundation Budget Review Commission in 2014-15, it has yet to adopt any of the commission's suggestions in the areas described above. Until the Foundation Calculation is updated in the areas of health care and special education assumptions, cities and towns will see very little relief. There is growing optimism that the legislature and Governor Baker may make progress on this issue in FY20.

In conclusion, with little to no growth in the areas of Chapter 70 Aid, Regional Transportation Aid, Medicaid Reimbursements and School Choice; future budgeting will require creative solutions to maximize limited educational funding to meet the ever-increasing costs in areas such as English-Learners, Special Education, Salaries, and employee benefits. With this in mind, Pathfinder is continuously reviews both programmatic and operational practices to ensure a "state of the art" career and technical education in a fiscally responsible manner.

The following chart illustrates the FY19 assessments (voted in spring of FY18) to each member community:

<u>Assessment Calculation FY19</u>								
Retiree Towns Health Insurance	Roof Minimum Project Assessment	Total Contributions	Additional Contributions	Extraordinary Maintenance	Capital Plan Year 1	Trans- portation		
Belchertown	872,262	381,481	1,887	21,365	47,563	53,209	38,238	1,416,004
Granby	206,212	64,174	628	7,107	8,001	8,951	12,721	307,795
Hardwick	121,826	67,740	286	3,241	8,446	9,448	5,801	216,789
Monson	820,974	303,045	799	9,049	37,784	42,269	16,196	1,230,116
New Braintree	74,133	28,522	127	1,435	3,556	3,978	2,568	114,319
Oakham	157,146	53,479	195	2,203	6,668	7,459	3,943	231,092
Palmer	996,339	502,699	1,222	13,835	62,677	70,116	24,762	1,671,650
Ware	711,683	424,264	1,100	12,459	52,898	59,176	22,299	1,283,879
Warren	275,536	164,001	557	6,306	20,448	22,875	11,286	501,008
TOTALS	4,236,111	1,989,404	6,800	77,000	248,041	277,481	137,815	6,972,652

CONCLUDING STATEMENT

As Pathfinder enters its 46th year offering quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. They have made substantial contributions to the economic health of our District. The committee recognizes that, in this era of accountability and high expectations, many changes need to be made. The increased emphasis on academic skills needs to be maintained without diminishing the quality of students' technical studies.

Finally, the committee wishes to thank our legislators, town officials, and the several town meetings for their support over these years.

The committee is mindful of the prediction that FY20 fiscal picture will undoubtedly present another challenge. However—as always-- the goal will be to preserve the quality of education that the students deserve.

Respectfully submitted,

David Droz (Palmer), Chairman
Michael J. Cavanaugh (Palmer), Vice Chairman
Lorraine F. Alves (Belchertown), Secretary
Francesco Dell'Olio (Belchertown)
William E. Johnson (Granby)
Julie Quink (Hardwick)
Kathleen Barrett (Monson)
Shane Stafford (New Braintree)
Jeffrey Nelson (Oakham)
M. Barbara Ray (Ware)
Heather Ackerman (Warren)
Elan de Ris, Student Member

Gerald L. Paist, Superintendent-Director

2018 Calendar Year Salaries			
Last/First	Job Title	Base Pay	Add'l pay
DUKE, PAMELA	SECRETARY CENTRAL OFFICE	60,040.55	
SMOLA, DEBORAH	ADMIN ASSISTANT	11,854.17	
MUNIEC, STEPHEN M	FACILITIES/CUSTODIANS-SCHOOLS	88,369.97	
BROUGHAM, BONNIE	ELEMENTARY TEACHER	77,122.96	
FERRY, PATRICIA	HS TEACHER	74,056.96	
GADOMSKI-GENTRY, FRANCINE	ELEMENTARY TEACHER	65,994.00	
LOGSDON, LYNN	ELEMENTARY TEACHER	75,741.81	
MACKIEWICZ, KATHLEEN	ELEMENTARY TEACHER	65,528.23	
MESSIER, CLAUDIA	ELEMENTARY TEACHER	72,882.03	
OUTHUSE, PAMELA	ELEMENTARY TEACHER	76,524.68	
PRESCOTT, LAUREL	ELEMENTARY TEACHER	65,733.61	
WILLIAMS, JEANNE	ELEMENTARY TEACHER	17,889.33	
BROWN, RONDA	SUBSTITUTES-SCHOOLS	324.50	
CORCORAN, PAULA	PARAPROFESSIONAL	34,648.07	
DAVIS, MARYANN	PARAPROFESSIONAL	1,287.00	
FOLEY, LISA M	PARAPROFESSIONAL	19,568.60	
JACOBS, CHERYL	PARAPROFESSIONAL	21,940.91	
LOCKWOOD, SHELLEY	PARAPROFESSIONAL	16,390.87	
FORD, MICHELLE	PARAPROFESSIONAL	27,454.36	
NICOLOPOULOS, LEAH	PARAPROFESSIONAL	23,155.73	
ORZEC, MARY ELLEN	PARAPROFESSIONAL	20,311.87	
SIBIK, SARA	PARAPROFESSIONAL	6,806.83	
ZELAZO, BETH	PARAPROFESSIONAL	21,948.89	
FONTAINE, MICHELLE	HS OFFICE MANAGER	44,290.27	
HOY, KATHRYN	SCH RECEPTION	37,528.59	
DION, JILL	ELEMENTARY TEACHER	66,861.68	
DRANKA, LINDA	SUBSTITUTES-SCHOOLS	10,797.50	
WEBBER, MELISSA	ELEMENTARY TEACHER	75,608.62	
HERRING, AMY	ELEMENTARY TEACHER	75,386.20	
KELLAHER, LISA	ELEMENTARY TEACHER	70,592.40	
KLUPA, MARY	ELEMENTARY TEACHER	73,951.54	
KORZEC, HEATHER	ELEMENTARY TEACHER	72,143.01	
MARCIANO, NICOLA	ELEMENTARY TEACHER	75,559.60	
MARCINIEC, KARYN	ELEMENTARY TEACHER	79,031.40	
MCINTIRE, HEATHER	ELEMENTARY TEACHER	73,376.54	
NORTH, SUSAN	HS PRINCIPAL	102,169.99	
ORSZULAK, MICHAEL	ELEMENTARY TEACHER	73,576.54	
PETRISIS, LINDA	ELEMENTARY TEACHER	72,931.94	

SIMONOKO, CATHERINE	ELEMENTARY TEACHER	75,575.43	
SKOWYRA, ROSEMARY	ELEMENTARY TEACHER	71,396.10	
TAMBACAS, LAURIE	ELEMENTARY TEACHER	76,447.79	
WRIGHT, ANN	SUBSTITUTES-SCHOOLS	3,957.00	
BEAULIEU, MARY	ELEMENTARY TEACHER	73,576.54	
DEMAIO, JODY	PARAPROFESSIONAL	18,713.16	
LACHUT, GENEVA	PARAPROFESSIONAL	20,431.51	
RUSSO, DEBORAH	ELEMENTARY-SCHOOLS	30,944.86	
ZOSCHAK, LAURA	PARAPROFESSIONAL	22,012.51	
CHARETTE, MARY A	PARAPROFESSIONAL	34,151.48	
RATHBONE, BONNY	SCH COMMITTEE	1,200.00	
BEAUDRY, CHRISTOPHER	HS TEACHER	80,230.96	
CAGAN, SUSAN	HS TEACHER	73,693.14	
KSEN, KAREN	ELEMENTARY TEACHER	75,652.94	
MCCARTHY, CHERYL	ELEMENTARY TEACHER	76,854.68	
O'BRIEN, ELIZABETH	ELEMENTARY TEACHER	73,376.54	
PERITZ-SMITH, IVY	ELEMENTARY TEACHER	80,089.71	
WILK, SANDRA	ELEMENTARY TEACHER	71,396.10	
SMITH, CAROL A	SUBSTITUTES-SCHOOLS	9,017.50	
YOUNG, TINA	HS TEACHER	74,206.94	
DILEONE, FREDERICK	GUIDANCE-SCHOOLS	74,376.54	
ZARENKO, DANA	HS TEACHER	24,075.13	
MCDONALD, DEBORAH	SCH RECEPTION	40,428.94	
FULLER, ELAINE	HS TEACHER	73,609.73	
BROWNE, SHEILA	HS TEACHER	76,086.20	
BURNS, SEAN	HS TEACHER	78,758.45	
CORBEIL-CRAWFORD, MICHELL	HS TEACHER	78,858.02	
EDWARDS, SARAH	HS TEACHER	11,289.50	
ELMES, KRISTEN	HS TEACHER	73,709.30	
FARR, PETER	HS TEACHER	90,525.33	
FULLER, MICHAEL	HS TEACHER	80,758.36	
JOHNSON, BRETT	HS TEACHER	80,261.00	
KWASNIEWSKI, EVELYN	SUBSTITUTES-SCHOOLS	15,420.00	
ORTIZ, MICHAEL	HS TEACHER	48,506.58	
PASH, MARGARET	HS TEACHER	65,787.00	
PERITZ, KATHLEEN	HS TEACHER	73,960.04	
PERRON, HEATHER	HS TEACHER	65,434.04	
BREYARE, ALISSA	ELEMENTARY TEACHER	73,608.87	
POULIOT, ANNE	HS TEACHER	65,434.04	
SANTOS, ROBIN	HS TEACHER	73,776.54	
SOUKUP-COE, MICHELLE	HS TEACHER	79,318.68	

GRAVELINE, DONNA	HS TEACHER	75,999.41	
BLANCHETTE, MARY ELLEN	HEALTH-SCHOOLS	67,670.86	
GLABICKY, BEVERLY	SUBSTITUTES-SCHOOLS	21,003.12	
ABEL, DOROTHY	ELEMENTARY-SCHOOLS	73,376.54	
HOGAN, PATRICIA	ELEMENTARY TEACHER	74,761.93	
SANELLI, SUSAN	ELEMENTARY TEACHER	75,111.20	
DUPRE, CYNTHIA	PARAPROFESSIONAL	29,153.14	
RIOPEL, HOLLY-BETH	ELEMENTARY TEACHER	75,897.62	
KERIGAN, NANCY	SUBSTITUTES-SCHOOLS	12,736.25	
GALICA, PETER	SCH CUSTODIANS	47,014.30	7,519.01
MANCINI, PATRICIA	PARAPROFESSIONAL	16,078.74	
PIKUL, KATHLEEN A	SUBSTITUTES-SCHOOLS	6,033.50	
MATTHEWS, ROLAND	TECHNOLOGY-SCHOOLS	61,980.02	
MCCARTHY, JENNIFER	ELEMENTARY TEACHER	73,616.54	
LAVELLE, ERICA	ELEMENTARY TEACHER	73,642.06	
MIGLIOZZI, REE K	HS TEACHER	85,782.98	
MIGNAULT, SARAH J	ELEMENTARY TEACHER	69,793.12	
GUNTHER, SARAH B	PARAPROFESSIONAL	14,682.52	
LES, RICHARD J	SUBSTITUTES-SCHOOLS	1,903.00	
STETKIEWICZ, DAVID G	ELEMENTARY TEACHER	22,615.39	
DESANTY, WILLIAM J	ELEMENTARY TEACHER	74,811.20	
WALSH, DAWN V	HS TEACHER	77,132.99	
HAAS, MICHAEL P	HS TEACHER	76,238.82	
MINNS, RYAN T	HS TEACHER	73,723.69	
SYPER, JOZEF	SCH CUSTODIANS	33,880.00	1,293.75
CHUDY, KAREN A	ELEMENTARY TEACHER	73,376.54	
GAFFRON, JOHN V	HS TEACHER	81,054.50	
LAVALLEE, CHRISTINE L	ELEMENTARY TEACHER	76,254.52	
MARCEAU, KATHERINE A	HS TEACHER	74,531.08	
PERITZ, DAVID M	HS TEACHER	73,946.05	
SANTER, JULIE A	ELEMENTARY TEACHER	76,524.68	
CHAPIN, PAULA L	HS TEACHER	78,405.30	
TATLOCK, CRISTINA D	HS TEACHER	73,376.54	
DEFRANCO, CHRISTINE M	SCHOOL CLERK	41,169.22	
DIAMANTI, SONIA	ELEMENTARY-SCHOOLS	11,865.52	
KELLAHER, TODD T	ELEMENTARY TEACHER	74,111.20	
JORDAN, BREANNE E	ELEMENTARY TEACHER	62,314.72	
DOTY, MARY P	HS TEACHER	50,006.70	
PETIT, ALLISON F	ELEMENTARY-SCHOOLS	94,412.84	
DOBSON, ANA G	ELEMENTARY TEACHER	65,434.04	
LANDINE, KATHERINE E	ELEMENTARY TEACHER	72,578.38	

REGAN, KATHLEEN J	HS TEACHER	72,258.76	
SMITH, EILEEN P	HS TEACHER	18,907.10	
BURNHAM, GAIL A	ELEMENTARY TEACHER	69,793.12	
FORTUNE, SHARON L	ELEMENTARY TEACHER	30,000.88	
BURNS, TRACY J	HS TEACHER	74,243.96	
KIDA, TRACEY M	ELEMENTARY TEACHER	73,434.54	
SANTOS, HEATHER L	ELEMENTARY TEACHER	31,316.38	
BLANCHETTE, GARY A	SCH COMMITTEE	1,200.00	
DUDEK, ELIZABETH A	HS TEACHER	69,793.12	
WINDOLOSKI, BARBARA J	SCH SUBSTITUTE	6,645.75	
KOSS, GREGORY M	HS TEACHER	64,629.24	
PASQUAROSA, ANTHONY P	ELEMENTARY TEACHER	62,850.16	
BLAZEJOWSKI, CRAIG M	HS TEACHER	73,709.75	
COSTELLO, NICOLE R	SCH GUIDANCE	45,310.56	
MINNIE, MAUREEN E	PARAPROFESSIONAL	17,706.13	
BLY, RACHAEL F	PARAPROFESSIONAL	11,920.76	
MATERA, TODD R	SCH CUSTODIANS	41,974.01	2,912.50
PETERSON, KATHRYN T	ELEMENTARY TEACHER	50,800.70	
METCALF, RICHARD	SCH CUSTODIANS	27,576.63	3,714.66
DOBIECKI, KRISTINA A	SCH GUIDANCE	72,085.12	
WOOD, JILLIAN A	ELEMENTARY TEACHER	52,206.72	
LES, CATHERINE R	SCHOOL CLERK	42,255.89	
MARCINIEC, MATTHEW J	ELEMENTARY TEACHER	53,165.68	
RIEL, CYNTHIA G	TECHNOLOGY-SCHOOLS	43,419.87	
KUBALA, JOSEPH S	SUBSTITUTES-SCHOOLS	4,488.00	
BANVILLE, ANNE M	ELEMENTARY TEACHER	58,339.78	
COMRIE, VANESSA L	ELEMENTARY TEACHER	71,252.26	
BURNS, MICHAEL J	ASSESSORS BOARD	10,550.00	
WHITE, KENNETH G	POLICE	70,375.04	33,365.91
ROY, ALAN J	FOREST WARDEN	3,000.00	
COLE, LAURIE A	ASSIST COLLECTOR	31,107.82	761.52
SULLIVAN, ERIN F	POLICE	74,072.53	27,339.36
JANULEWICZ, JOHN J	POLICE	105,146.37	25,359.67
BRAY, WILLIAM S	POLICE	58,681.72	16,900.83
BRAWN, MICHAEL K	MAINTENANCE TECH WWTP	45,100.89	2,611.21
BALDYGA, CAROLYN I	COLLECTOR	51,757.77	
SKOWRONEK, MICHAEL S	FOREMAN CEMETARY	52,581.61	
NORTH, RODNEY A	POLICE	70,357.84	4,013.77
JASAK, CYNTHIA A	OUTREACH COORD COA	36,107.65	
PARDO, LYNN E	DPW CLERK	31,070.39	
FRYDRYK, ROBERT P	POLICE	2,323.75	

SAWICKI, JOSEPH	ASSIST DIRECTOR DPW	70,450.19	
PROVOST, SUZANNE M	SCHOOL CLERK	6,941.25	
BAILEY, SUSAN L	SCHOOL LUNCH	48,231.68	
MOYNAHAN, DENNIS	PUMP STATION OP WWTP	49,058.26	8,618.84
TURNER, JEFFREY M	OPERATOR/VAC DRIVER	49,414.10	7,922.80
PIECHOTA, TAMMY A	DISPATCH SENIOR	50,834.45	3,371.77
LUKASKIEWICZ, PAUL S	POLICE	59,843.25	28,409.41
NESTOR, CAROL E	SCHOOL LUNCH	18,768.72	
FORD, SEAN M	POLICE	77,277.36	26,479.99
NORTH, DEBORAH L	COUNCIL ON AGING	14,852.99	
HALEY, SCOTT E	POLICE	18,168.92	
BATES, PAIGE M	SCHOOL LUNCH	15,626.36	
LES, RICHARD J	SCHOOL LUNCH	11,930.78	
STAHELSKI, GARY	BUILDING INSPECTOR	3,753.75	
BURNS, CHRISTOPHER J	POLICE	83,309.31	52,482.71
PINCINCE, ERIN E	DIRECTOR COA	35,551.61	
RAYMOND, TINA MARIE	SCHOOL LUNCH	17,937.60	
SKOWRONEK, GERALD	DIRECTOR DPW	92,696.40	
WILK, RUDOLPH B	POLICE	65,194.06	7,972.59
LORD, KENNETH	OPERATOR WWTP	80,247.01	
WAHLERS, RICHARD H	POLICE	61,427.06	4,051.94
KSIENIEWICZ, CHARLES	TOWN MANAGER'S OFFICE	21,000.00	
DAVEY, ALICE L	COMMUNITY DEVELOPMENT	33,372.85	
NICHOLS, GERALD	BUILDING INSPECTOR	6,875.00	
JASAK, LAWRENCE M	ASSESSORS BOARD	450.00	
SERRATO, JOSEPH V	WEIGHTS AND MEASURES	2,520.87	
COACHE, SUSAN M	TOWN CLERK	59,937.38	
JUSKO, KEVIN M	MAINTENACE SUP WWTP	55,868.67	6,661.38
MELNICK, JOHN S	POLICE	59,169.51	13,878.27
TENCZAR, RAYMOND L	POLICE	69,877.33	29,146.60
GILMORE, CYNTHIA	POLICE	19,254.81	
MCNALLY, BRIAN P	POLICE	63,127.92	22,485.52
HANDZEL, DAVID M	DEPARTMENT OF PUBLIC WORKS	50,029.94	8,624.80
CAMILLERI, SCOTT	POLICE	61,536.53	2,077.99
COSTA, CATHERINE J	DISPATCH	35,570.36	10,846.36
GIBSON, LINDA A	SCHOOL LUNCH	24,684.40	
ABLICKI, TIFFANEY A	PARAPROFESSIONAL	17,646.56	
BUCIOR, DENISE I	ASSIST ASSESSORS	33,636.80	
FERRY, JOSEPH D	CLERK WWTP	30,920.36	
BURKE, SANDRA S	LIBRARY	37,471.14	
DESANTIS, ANNE M	SUBSTITUTES-SCHOOLS	207.00	

BURNS, DAVID E	POLICE	69,244.94	41,271.88
GOLENSKI, AMY B	LIBRARIAN	6,850.00	
OCHS, TYLER J	ELEMENTARY TEACHER	22,896.38	
FLAMAND, JACQUELINE R	ELEMENTARY TEACHER	38,989.84	
ROBERTS, CATHERINE A	ELEMENTARY TEACHER	50,445.70	
OCONNOR, HELENE	LIBRARIAN	46,253.63	
BLANCHARD, CHARLES T	TOWN MANAGER'S OFFICE	137,938.53	
BLANCHETTE, ALISON T	ELEMENTARY TEACHER	50,817.60	
VARJABEDIAN, SOURPOUHIE	LIBRARIAN	9,263.08	
OCHS, CHRISTINE M	SCHOOL LUNCH	15,863.51	
TOELKEN, CHRISTINE A	SCHOOL LUNCH	12,900.83	
NEILSEN, TAUNYA M	SCH GUIDANCE	73,639.05	
WILLIAMS, THERESE L	HS TEACHER	72,776.11	
MORSE, SHARON L	COUNCIL ON AGING	23,366.00	
MAJKA, JOAN M	PRINCIPAL CLERK	1,740.00	
LESAGE, WENDY	DOG OFFICER	12,355.52	
HOLLOWAY, PAUL E	HS TEACHER	61,448.71	
KUZMISKI, JOHN P	ACCOUNTING	69,838.40	
LAROCQUE, JILL A	PARAPROFESSIONAL	14,454.87	
PARDO, JEFFREY E	EQUIP OPERATOR	43,882.04	8,285.47
BEAUDOIN, DAVID L	BUILDING INSPECTOR	232.50	
BREWER, ADAM R	SUBSTITUTES-SCHOOLS	2,834.00	
FOWLER, THOMASINE M	PARAPROFESSIONAL	7,874.38	
KILEY, KRISTINE M	ELEMENTARY TEACHER	61,258.32	
BARRY, BARBARA A	TOWN COUNCIL	1,200.00	
HELLIWELL, ROBERT H	CUSTODIAN PT	11,964.64	
MADDEN, THOMAS J	VAN DRIVER	4,868.28	
LYNCH, ELIZABETH A	SCHOOL LUNCH	16,683.43	
MADDEN, LORETTA M	CLERK COUNCIL ON AGING	1,674.85	
LEDUC, LINDA G	PLANNING BOARD	67,336.77	
WILLIAMS, SCOTT A	LAB TECH WWTP	56,380.22	5,371.76
KNOLTON, VICTORIA J	LIBRARIAN	56,970.93	
MAHER, STEPHANIE J	LIBRARIAN	50,301.00	
SIKORSKI, CAROL A	SCHOOL LUNCH	10,548.52	
BIRON, ARTHUR L	CUSTODIAN PT	1,197.55	
LAMAY, LINDA J	CLERK COA	14,336.22	
SEARS, JAMES M	MAINTENANCE TECH WWTP	48,301.81	5,145.63
ELLIOTT, DONALD C	CIVIL DEFENSE	3,375.00	
MURRAY, JOYCE K	RECYCLING	540.00	
WESTON, GERALD D	BUILDING INSPECTOR	24,802.50	
HALEY, JEREMY J	POLICE	60,664.25	18,608.06

HIGGINS, MARGARET M	REGISTRAR	500.01	
MITCHELL, JAMES E	SEASONAL LABOR	3,264.00	
TOPOR, CHESTER W	TOWN CLERK	666.68	
WELSH, CHRISTOPHER P	POLICE	64,320.93	5,560.39
GOULD, STACEY L	SCHOOL LUNCH	9,790.92	
LEFEVRE, JOHN T	DISPATCH	42,927.80	4,746.38
MURPHY, KIMBERLY A	ADMIN ASSISTANT	14,043.08	
BRODEUR, KENNETH R	LABORER	45,647.40	5,412.21
OLIVEIRA, KRISTEN B	RECREATION HRLY	30.00	
BELISLE, ROSALIE M	DISPATCH	34,575.30	12,172.61
MARCINIEC, EMILY A	PARAPROFESSIONAL	14,935.84	
ZEBROWSKI, RALPH J	MAINTENANCE TECH WWTP	53,731.59	6,398.37
MARCINIEC, MICHAEL	PLANNING BOARD	1,200.00	
BURNS-JOHNSON, PAUL E	PLANNING BOARD	1,200.00	
CZECH, NORMAN	PLANNING BOARD	1,200.00	
BURNS, KATHLEEN	PLANNING BOARD	1,200.00	
GARTMAN, ANN E	ELEMENTARY TEACHER	55,634.64	
TROMBLEY, ELIZABETH J	SCHOOL CLERK	990.00	
HOTCHKISS, KAYLEE N	HS TEACHER	54,775.66	
SALZMANN, MARY D	TOWN COUNCIL	1,200.00	
CADIEUX, COURTNEY M	SCH CUSTODIANS	29,856.33	2,826.90
SKOWYRA, THOMAS S	PLANNING BOARD	1,200.00	
LYNCH, KERRY H	ELEMENTARY TEACHER	50,524.16	
MATHIEU, JOSHUA J	BOARD OF HEALTH	49,181.64	
MITCHELL, REBECCA J	SCHOOL LUNCH	18,573.55	
ANDRE, KIM M	SCHOOL CLERK	36,461.23	
FLOYD, LYLIAN A	PARAPROFESSIONAL	9,635.85	
STAMM, SANDRA M	PARAPROFESSIONAL	10,373.51	
JOSEPHSON, RICHARD E	SENIOR FOREMAN	50,165.92	4,479.91
CORRIVEAU, RAY T	EQUIP OPERATOR	45,200.26	7,185.48
DEMETRIUS, KATHLEEN M	CENTRAL OFFICE-SCHOOLS	46,422.46	
COWLEY, COURTNEY R	ELEMENTARY TEACHER	55,833.78	
PARKER, NICOLE R	ADMIN ASSISTANT	46,556.45	
DESANTIS, MARY L	CLERK COUNCIL ON AGING	423.50	
HELLIWELL, ANITA M	SENIOR WORKOFF COA	750.00	
OLSON, PAMELA K	SENIOR WORKOFF COA	750.00	
CANTIN, STACIA A	CLERK COA	726.00	
KIRKLAND, DYLAN Z	PARAPROFESSIONAL	13,133.41	
PANACCIONE, ANGELA C	PLANNING BOARD	46,875.10	
WEEKS, BONITA J	BUILDING INSPECTOR	61,901.39	
DOW, SHOREY E	SCH GUIDANCE	40,213.44	

COLE, LAUREN M	SUBSTITUTES-SCHOOLS	0.00	
SANELLI, ANGIOLINA L	PARAPROFESSIONAL	20,463.10	
NICKERSON, SHARON L	PRINCIPAL CLERK	14,575.20	4.85
ELIE, AMANDA A	ELEMENTARY TEACHER	49,759.13	
WAHLERS, RICHARD M	SUBSTITUTES-SCHOOLS	7,252.00	
BURNS, LEAH M	DISPATCH	33,893.74	8,501.11
ZIMMER, JANICE M	ELEMENTARY TEACHER	38,242.67	
ALLEN, TYLER F	POLICE	20,095.03	
SARAGE, EVA L	ELEMENTARY TEACHER	24,035.86	
PARSONS, MATTHEW J	POLICE	78,185.40	11,420.89
GODDEN, DANIEL E	ELEMENTARY TEACHER	38,949.08	
PERNICIARO, ALISSA A	HS TEACHER	49,714.67	
NGAN, ASHLEY M	LIBRARIAN	40,355.28	
DECARA, MATTHEW A	LIBRARIAN	42,559.19	
WELLS, WILLIAM J	LABORER	12,540.91	544.74
MASTALERZ, ANDREA K	SCH COMMITTEE	1,200.00	
LYNCH, JAMES J	SCH COMMITTEE	1,200.00	
GRISWOLD, RONALD J	DRIVER LABORER	43,824.12	4,160.39
LAROSA, GRACE A	SCH CUSTODIAN PT	17,791.91	
BAER, KENNETH M	POLICE	71,520.80	30,922.87
RIENDEAU, LYNNE R	SENIOR WORKOFF COA	750.00	
OSTROUT, JAMES R	RECREATION HRLY	534.84	
FISK, PATRICIA D	SENIOR WORKOFF COA	750.00	
BALDWIN, CARMEN M	PARAPROFESSIONAL	14,213.52	
VALLEY, ANTHONY	SUBSTITUTES-SCHOOLS	673.00	
ROLLINS, JOSEPH P	DRIVER LABORER	43,610.08	3,949.37
WHITCOMB, VINCENT R	FACILITIES/CUSTODIANS-SCHOOLS	1,491.64	
LAVOIE, ROBERT B	TOWN COUNCIL	1,200.00	
PREECE, HEATHER M	ELEMENTARY TEACHER	58,978.60	
DRAKE, MATTHEW C	HS TEACHER	54,225.20	
BERTHIAUME, KATIE M	ELEMENTARY TEACHER	58,315.18	
WALCH, LISA A	PARAPROFESSIONAL	19,144.89	
ST. ONGE, LINDA J	TREASURER	49,099.33	
DENMEAD, JOHN C	ELEMENTARY TEACHER	36,593.30	
HEYDARE, CHRISTINE M	PARAPROFESSIONAL	19,619.70	
KEITH, JAMES B	SUBSTITUTES-SCHOOLS	3,168.00	
REMILLARD, JONATHAN D	SUBSTITUTES-SCHOOLS	4,578.00	
ROGERS, COLIN A	DISPATCH	39,154.45	8,181.14
KING, EVAN W	DISPATCH	39,068.97	5,217.57
O'CONNOR, PATRICK J	POLICE	5,133.67	
MURRAY, LISA J	SCH COMMITTEE	1,200.00	

KACZMARCZYK, MICHELE B	ADMIN ASSISTANT	3,653.14	
HOOD, BENJAMIN R	LIBRARY DIRECTOR	35,019.96	
WEGIEL, SAMANTHA E	SUBSTITUTES-SCHOOLS	4,375.75	
PICOTTE, RICHARD A	CUSTODIAN PT	9,375.36	
MURRAY, ALEXA L	SUBSTITUTES-SCHOOLS	223.00	
HULSE, HANNAH L	POLICE	107.97	
CLARK, RICHARD A	LIBRARIAN	37,388.19	
KOZDRONKIEWICZ, ROBERT M	EQUIP OPERATOR CEMETARY	7,431.00	822.00
SZELAG, JOANNE G	LIBRARIAN	7,746.79	
RIEL, NICOLE C	PARAPROFESSIONAL	16,975.05	
HIGNEY, KYLE J	SUBSTITUTES-SCHOOLS	4,488.00	
CZAJA, EMILY V	SUBSTITUTES-SCHOOLS	363.00	
DAMIEN, DREW A	CENTRAL OFFICE-SCHOOLS	53,504.11	
LELAND, KYLIE M	SUBSTITUTES-SCHOOLS	1,466.29	
STAHLSKI, MADISON L	SUBSTITUTES-SCHOOLS	644.00	
CARTIER, MEAGHAN L	SUBSTITUTES-SCHOOLS	824.00	
BAKER, LORINDA L	TOWN COUNCIL	1,200.00	
ROMANIAK, KAITLIN S	ELEMENTARY TEACHER	36,043.56	
CHALMERS, MEAGHEN E	HS TEACHER	54,277.12	
ANTI, KAREN H	ELEMENTARY TEACHER	51,414.84	
MIDDLETON, KELLY E	ELEMENTARY TEACHER	35,075.16	
BABINSKI, AMANDA M	CENTRAL OFFICE-SCHOOLS	48,706.34	
BURKE, LISA M	PARAPROFESSIONAL	19,888.11	
PHILLIPS, MARK J	HS TEACHER	75,518.74	
LEROUX, ROBERT W	ASSESSORS BOARD	59,126.37	
BENOIT, JUSTIN T	MECHANICAL	44,004.75	4,287.06
CROWTHER, BRETT M	JUNIOR FOREMAN	46,175.38	7,332.35
CASSAVANT, MARK A	EQUIP OPERATOR	44,082.31	7,186.28
HALEY, JARED J	HS TEACHER	50,333.65	
PETRASHEWICZ, JOHN G	SUBSTITUTES-SCHOOLS	10,030.50	
WETHERELL, EILEEN M	PARAPROFESSIONAL	14,046.70	
BANVILLE, LINDSAY A	HEALTH-SCHOOLS	22,601.76	
MALCOVSKY, EMILY M	BUILDING INSPECTOR	29,015.01	
LACROIX, PAUL A	PARAPROFESSIONAL	7,661.88	
MURPHY, NICOLE K	PARAPROFESSIONAL	5,563.30	
RAYMOND, EMILY M	SCHOOL LUNCH	7,769.91	
NADOLSKI, LEE	SENIOR WORKOFF COA	750.00	
GARDNER, PATRICIA E	CENTRAL OFFICE-SCHOOLS	139,452.46	
PAWLOWSKI, KARIN J	SENIOR WORKOFF COA	750.00	
DAVIS, JAMES A	VAN DRIVER	4,122.18	
FERNANDS, JOHN M	BUILDING REHAB SPECIALIST	8,309.76	

MURPHY, CAROL M	TOWN CLERK	666.68	
COTY, THERESE M	CLERK COA	5,929.63	
LOCKE, CHRISTINE M	SCHOOL CLERK	357.00	
LEMIEUX, SHARON E	VOL COORDINATOR COA	31,131.65	
HARRIS, PAMELA R	ANIMAL INSPECTOR	1,500.00	
TWITCHELL, ASHLEY A	SUBSTITUTES-SCHOOLS	645.00	
HERRING, REBEKAH J	SUBSTITUTES-SCHOOLS	5,039.00	
LOPEZ, ANDRES	SUBSTITUTES-SCHOOLS	543.00	
WILLIAMS, KARL S	TOWN COUNCIL	1,200.00	
GAZAILLE, MATTHEW D	EQUIP OPERATOR DPW	4,488.00	
CARCIONE, BARBARA A	CLERK COA	13,579.69	
GRIFFIN, KATHLEEN E	PARAPROFESSIONAL	23,766.70	
FLEBOTTE, SARAH B	PARAPROFESSIONAL	15,590.74	
DEMETRIUS, SAVANNAH Y	SUBSTITUTES-SCHOOLS	4,336.37	
BATISTA, EMILY L	ELEMENTARY-SCHOOLS	1,196.00	
HERRING, SAMANTHA E	SCHOOL CLERK	11,212.50	
LEMIEUX, MATTHEW J	TOWN COUNCIL	1,200.00	
KOWALCZYK, CYNTHIA R	LIBRARIAN	2,366.40	
BRADWAY, CHAD P	EQUIP OPERATOR PARKS	34,162.84	6,054.10
FRECHETTE III, HENRY M	ELEMENTARY TEACHER	54,022.95	
LAREAU, MATTHEW J	ELEMENTARY TEACHER	45,177.34	
QUILL, JESSICA R	SCH GUIDANCE	34,109.28	
MENARD, BETHANY R	GUIDANCE-SCHOOLS	50,384.92	
TAYLOR, EMILY B	ELEMENTARY TEACHER	30,784.14	
LENNON, SHAUNA M	ELEMENTARY TEACHER	56,364.82	
MACDONALD, COLLEEN B	ELEMENTARY TEACHER	46,582.48	
MCNALLY, MAUREEN L	ELEMENTARY TEACHER	37,008.00	
STABACK, VICKI M	SCHOOL LUNCH	6,092.01	
BRIN, TROY J	VETERANS	30,404.99	
LAROSE, MICHELLE L	LIBRARIAN	13,897.84	
CURTIS, JILL L	PARAPROFESSIONAL	15,911.35	
WOOD, MICHAEL S	ELEMENTARY TEACHER	47,862.00	
PELLEGRINE, LAUREN M	PARAPROFESSIONAL	16,388.22	
RICE, EMILY L	SUBSTITUTES-SCHOOLS	1,635.50	
OSBORNE, AARON D	BUSINESS MANAGER	63,365.84	
SIMPKISS, KELLY J	ELEMENTARY TEACHER	71,098.90	
TRZPIT, KIM M	PARAPROFESSIONAL	16,827.66	
DAFONSECA, MICHAEL	ELEMENTARY TEACHER	59,584.37	
SIMEONE, ANDREW J	LIBRARIAN	2,941.07	
CROWTHER, NATHANIEL C	POLICE	32.64	
RESNICK, AVROHOM M	POLICE	2,307.00	474.53

MALDONADO, JENIDA A	POLICE	78.54	
TROMBLY, JOY V	SENIOR WORKOFF COA	750.00	
ARMITAGE, CAROL M	SENIOR WORKOFF COA	632.50	
COLE, MOLLY M	HIGH SCHOOL-SCHOOLS	3,168.00	
CALVANESE, GERALD R	COACH	4,488.00	
POWELL, SUSAN C	SUBSTITUTES-SCHOOLS	1,064.50	
SLOAN, KATHRYN A	PARAPROFESSIONAL	13,906.83	
PAUL, MADISON A	SUBSTITUTES-SCHOOLS	256.37	
PETIT, DAVID E	ELEMENTARY TEACHER	57,566.04	
PEDRO, DOREEN G	SCH CUSTODIAN PT	12,894.11	
LEVASSEUR, KENDALL M	SCHOOL CLERK	27.50	
MASTALERZ, KYLE J	SCH CUSTODIAN PT	3,096.00	
BACHAND, MATTHEW J	SCH CUSTODIAN PT	3,120.00	
STABACK, VICTORIA	SCH CUSTODIAN PT	4,464.00	
LEVASSEUR, SYDNEY G	SCH CUSTODIAN PT	3,957.50	
BURNS, MANDIE	PARAPROFESSIONAL	17,607.60	
CULLIGAN, COLLEEN M	CENTRAL OFFICE-SCHOOLS	103,419.97	
DAY, FORRIS B	EQUIP OPERATOR	41,490.53	5,893.51
CACI, NICHOLE D	ELEMENTARY-SCHOOLS	14,758.10	
ANTI, MICHAELA D	SUBSTITUTES-SCHOOLS	253.00	
LEGRAND, YVETTE L	SUBSTITUTES-SCHOOLS	1,604.15	
TRACZ, KYLE M	HS TEACHER	3,187.50	
BLANCHARD, JESSICA L	SCH CUSTODIAN PT	0.00	
MATTHEWS, CODY	SCH CUSTODIAN PT	4,218.00	
PROVOST, LAUREN A	SCH CUSTODIAN PT	0.00	
REMILLARD, TROY R	SCH CUSTODIAN PT	3,231.00	
LEBIDA, RAFAL J	TECHNOLOGY-SCHOOLS	40,482.78	
LYNCH, ELIZABETH A	SCH CUSTODIAN PT	2,568.00	
OCHS, CHRISTINE M	SCH CUSTODIAN PT	2,568.00	
LAMBERT, KAYLEE E	SCHOOL CLERK	2,881.35	
LAFRENNIE, BRANDON J	SUBSTITUTES-SCHOOLS	636.00	
SMITH, EVAN J	SUBSTITUTES-SCHOOLS	820.00	
WALLACE, CAROLYN B	PRINCIPAL	28,347.01	
WALLACE, LESLIE L	SCHOOL CLERK	42,925.09	
MAHONEY, CONSTANCE J	HIGH SCHOOL-SCHOOLS	85,850.05	
PENOYER, ERIC M	PARAPROFESSIONAL	25,405.62	
FORD, BRITTANY L	SCHOOL CLERK	50,775.44	
BECHTHOLD, JENNIFER L	ELEMENTARY TEACHER	50,705.34	
POTTER, GABRIELA J	CLERK ACCOUNTING	25,698.27	
DIORIO, JOHN M	HIGH SCHOOL-SCHOOLS	92,761.89	
PONTBRIAND, RYAN M	EQUIP OPERATOR	42,568.53	2,463.13

SICILIANO, ELIZABETH D	HEALTH-SCHOOLS	70,055.84	
MOREHOUSE, ANDREW	ELEMENTARY TEACHER	8,201.78	
FLORENCE, CHRISTINA L	CLERK BOARD OF HEALTH	28,025.63	
PEACOCK, SARAH K	ELEMENTARY TEACHER	38,873.70	
LOMAS, ROSE E	ELEMENTARY TEACHER	50,865.07	
MCDIARMID, JENNIFER T	HS TEACHER	54,576.89	
REGIS, KAREN E	SCH PHYCHOLIGIST	46,551.13	
WARREN, SHEILA M	SUBSTITUTES-SCHOOLS	3,831.00	
PALMATEER, ERIN H	SCHOOL CLERK	3,459.00	
BECK, SAVANNAH S	PARAPROFESSIONAL	5,009.28	
RIEL, KAYLA M	SCHOOL CLERK	877.75	
HARRIS, NANCY L	PARAPROFESSIONAL	16,875.08	
RODRIGUEZ, FRANCESCA M	PARAPROFESSIONAL	17,804.06	
MASSEY, PAIGE O	POLICE	23,741.40	1,276.16
BECHTHOLD, ANDREW S	POLICE	1,323.39	
COOKISH, HANNAH D	SCHOOL CLERK	6,239.75	
BIGOS, HANNAH F	SCHOOL CLERK	3,830.75	
SEAGRAVE, KATHERINE L	PARAPROFESSIONAL	21,635.50	
DAVIS, ERICA L	PARAPROFESSIONAL	965.85	
RHODES, STEPHEN A	PARAPROFESSIONAL	10,782.56	
CRAWFORD, ABIGAIL L	SUBSTITUTES-SCHOOLS	1,753.25	
PEDRO, DOREEN G	SCHOOL LUNCH	3,690.70	
HOUGAARD, CHRISTOPHER M	EQUIP OPERATOR PARKS	19,965.23	2,414.86
DROZ, DAVID M	SCH CUSTODIAN PT	15,393.43	
FOLEY, LISA A	SCHOOL CLERK	32,830.20	
CURRY, REBECCA M	ELEMENTARY-SCHOOLS	43,421.57	
MCMINN, KATHARINE M	SCHOOL LUNCH	6,017.20	
OVITT, PATTI A	HIGH SCHOOL-SCHOOLS	26,979.78	
SIKES, MICHELLE T	TOWN COUNCIL	1,200.00	
BIGDA, LEAH A	SCH CUSTODIAN PT	14,845.98	
LEGG-BAKER, SHEENA M	ELEMENTARY TEACHER	66,277.58	
SANDOVAL, CELSO A	HIGH SCHOOL-SCHOOLS	3,231.00	
FULLER, JAKE S	SCHOOL CLERK	6,344.25	
KEARNS, KRISTY L	SUBSTITUTES-SCHOOLS	701.50	
MELNICK, CHRISTOPHER J	POLICE	19,033.15	465.29
ZBIERSKI, ANGELA A	PARAPROFESSIONAL	19,763.74	
HURTADO, ANTHONY G	POLICE	61,582.46	11,041.56
SANCHES, ANGELA F	LIBRARIAN	32,192.80	
PLASSE, MARY A	CLERK	14,621.10	
BARONE, PAUL V	SCH CUSTODIAN PT	4,464.49	
OUELLETTE, CAROLYN E	LIBRARIAN	5,083.68	

ROY, DANIEL D	ASSIST PRINCIPAL	84,917.78	
SHAUGHNESSEY, DANIELLE A	SUBSTITUTES-SCHOOLS	4,043.00	
SIZER, JESSICA R	TOWN MANAGER'S OFFICE	2,100.00	
LAWRENCE, BRIAN H	ELEMENTARY TEACHER	20,270.42	
DAWSON, JANET K	LIBRARIAN	7,320.00	
MATHES, GINA E	PARAPROFESSIONAL	21,444.71	
SHAMSHAD, WARDA	SCHOOL CLERK	3,525.50	
ADASTRA, HATTIE L	SUBSTITUTES-SCHOOLS	18,837.86	
BLANCHARD, SHANNON	SUBSTITUTES-SCHOOLS	6,825.06	
MARUM, PATRICK C	SUBSTITUTES-SCHOOLS	209.00	
TIMMONS, KIMBERLY J	PARAPROFESSIONAL	6,759.55	
YOUNG, KAITLIN E	SUBSTITUTES-SCHOOLS	345.00	
SICKLER, LINDA G	SUBSTITUTES-SCHOOLS	9,875.00	
DOW, MELINDA L	ELEMENTARY TEACHER	22,956.51	
LAMARCHE, ALEXANDER D	SUBSTITUTES-SCHOOLS	552.00	
MANCINI, MICHAEL J	SUBSTITUTES-SCHOOLS	563.50	
SUTTON, KATE A	SUBSTITUTES-SCHOOLS	4,641.50	
LANZILLO, ANDREA E	PARAPROFESSIONAL	11,812.10	
MARBLE, MELANIE J	PARAPROFESSIONAL	367.50	
DAVIS, GILLIAN A	CLERK PLANNING BOARD	25,958.82	
SANTIAGO, NADIA A	PARAPROFESSIONAL	6,576.15	
NORTH, BRITTANY A	SUBSTITUTES-SCHOOLS	1,343.46	
CONNER, NATHANIEL L	SUBSTITUTES-SCHOOLS	3,168.00	
MENGAL, ALEESHA L	SCHOOL CLERK	907.50	
SHEA, ABIGAIL M	SCHOOL CLERK	495.00	
GODMAN, COLTON J	SUBSTITUTES-SCHOOLS	244.25	
YOUNGBERG, KELLY	SUBSTITUTES-SCHOOLS	580.75	
SKOWRONEK, JAMES E	RECREATION HRLY	9,505.84	
JOHNSON, MARLENE M	DIRECTOR COA	40,727.85	
SHAMSHAD, INSHA	SCHOOL CLERK	3,454.00	
MCKEE, VICKI L	SCHOOL LUNCH	7,419.38	
SZCZEBAK, SARAH J	COMMUNITY DEVELOPMENT	45,061.90	
CHARTRAND, OLIVIA R	LIBRARIAN	6,234.75	
LUCICH-VILLARREAL, CARMEL	SUBSTITUTES-SCHOOLS	6,075.00	
PLANTE, SYDNEY A	ANIMAL CONTROL	23,815.99	
WHITE, ALEXA V	SUBSTITUTES-SCHOOLS	100.00	
DOMNARSKI, MATTHEW J	SUBSTITUTES-SCHOOLS	368.00	
COX, LORRAINE E	SCHOOL CLERK	6,800.00	
KENNEDY, BRIDGET M	LIBRARIAN	11,635.20	
ALLEN, CHRISTOPHER M	PARAPROFESSIONAL	3,387.73	
LANDECK, TERRI J	SUBSTITUTES-SCHOOLS	6,937.50	

BRUSCOE, JAYDA P	SCHOOL CLERK	3,456.00	
GRISWOLD, DANICA M	CLERK TREASURER	9,540.93	
LEANDER, MICHAEL S	ELEMENTARY-SCHOOLS	52,585.00	
FERIOLI, ALEXIS M	SCHOOL CLERK	763.37	
CORCORAN, CAMERON B	SCHOOL CLERK	2,920.50	
ROCHE, MONICA L	SUBSTITUTES-SCHOOLS	660.00	
TENCZAR, DYLAN C	SCHOOL CLERK	1,710.50	
SLOAT, OLIVIA B	SCHOOL CLERK	924.00	
GRAVELINE, JACOB A	SEASONAL LABOR	4,438.50	
CAVANAUGH, PATRICIA A	BUSINESS MANAGER	48,471.94	
STANHOPE, JEFFREY W	CLERK CONSERVATION	5,985.80	
TRIOZZI, JACQUELINE	GUIDANCE-SCHOOLS	24,862.41	
FLORENCE, ALEXANDRIA L	CLERK TOWN CLERK	6,558.53	
CROAK, DONNA M	SCHOOL LUNCH	3,041.69	
MESSIER, ERIN E	ELEMENTARY TEACHER	9,387.83	
DEGRAVE, SUSAN V	ELEMENTARY TEACHER	16,109.18	
MARTIN, MICHAEL S	HS TEACHER	14,882.17	
ELDREDGE, ERIC R	ELEMENTARY TEACHER	16,023.90	
NAZIM, PATRICK M	SUBSTITUTES-SCHOOLS	7,032.50	
BALDYGA, REBECCA C	ELEMENTARY TEACHER	3,760.35	
PUCKETT, KRYSTIN V	PARAPROFESSIONAL	5,251.83	
DARLING, ALYSSA R	PARAPROFESSIONAL	5,703.66	
COULOMBE, LAURA	PARAPROFESSIONAL	6,207.24	
DORVAL, NADIA L	ELEMENTARY TEACHER	23,651.68	
DRISCOLL, AMY L	ELEMENTARY TEACHER	13,955.36	
ENGLEHART, SAMANTHA A	ELEMENTARY-SCHOOLS	17,300.66	
DAVIS, KAREN M	ELEMENTARY TEACHER	14,333.86	
MATIAS, SARAH A	ELEMENTARY TEACHER	19,113.37	
LAVENTURE, STEPHANIE L	ELEMENTARY-SCHOOLS	15,339.15	
CHOINIERE, BARBARA A	HS TEACHER	29,794.12	
POTTER, JENNA L	ELEMENTARY TEACHER	16,776.96	
MOYLAN, LIA M	ELEMENTARY TEACHER	16,776.96	
FLEURY, MICHAEL B	HS TEACHER	16,569.12	
CESAN, KERRY M	ELEMENTARY TEACHER	23,488.00	
RAPAGNOLA, CHRISTINE M	ELEMENTARY TEACHER	17,217.19	
KONRAD, ASHLEY M	ELEMENTARY TEACHER	20,771.44	
CAMP, VICTORIA L	HS TEACHER	16,652.76	
ARCHAMBAULT, MIA L	ELEMENTARY TEACHER	17,217.21	
GIROUARD, ELIZABETH A	SCHOOL LUNCH	2,725.29	
CHAMBERLAIN, LORI M	PARAPROFESSIONAL	4,267.24	
ROCKER, MELISSA M	GUIDANCE-SCHOOLS	14,086.10	

MONAGHAN, KELLY A	HS TEACHER	12,813.04	
GANCORZ, SAMANTHA M	PARAPROFESSIONAL	3,792.37	
CHOQUETTE, KAYLA E	PARAPROFESSIONAL	3,593.77	
LOPES, CHELSEA A	SCHOOL LUNCH	275.00	
WIPPERT, STEPHEN E	OPERATOR/VAC DRIVER	11,010.20	893.97
JOSEPH, TABITHA R	PARAPROFESSIONAL	3,420.59	
WILCOXEN, KEVIN F	ELEMENTARY TEACHER	18,317.49	
LODDO, JENNIFER M	SUBSTITUTES-SCHOOLS	262.50	
MEADOW, DANIEL	LIBRARIAN	2,470.00	
PAVINI, MICHELLE C	SUBSTITUTES-SCHOOLS	4,375.00	
KONTRA, FAITH N	PARAPROFESSIONAL	3,492.59	
LAROSE, JASON R	SUBSTITUTES-SCHOOLS	2,700.00	
MCDANIEL, TRACI V	SUBSTITUTES-SCHOOLS	1,170.00	
CHOQUETTE, HEATHER L	SCHOOL CLERK	2,516.64	
BENARD, JOCELYN M	SCHOOL CLERK	280.50	
HEYDARE, ALI G	SCHOOL CLERK	286.00	
TORRES, JERZEY M	SCHOOL CLERK	264.00	
SHORETTE, EMMA A	SCHOOL CLERK	253.00	
SULLIVAN, JAMES M	SCHOOL CLERK	476.00	
EVANS, MELISSA A	SUBSTITUTES-SCHOOLS	813.00	
EATON, JUNE B	SUBSTITUTES-SCHOOLS	300.00	
DUNHAM, JANICE E	SUBSTITUTES-SCHOOLS	360.00	
OSTROUT, JAMES R	SUBSTITUTES-SCHOOLS	75.00	
TRZPIT, EVAN J	SCH CUSTODIANS	3,272.70	
TRANGHESE, CHARLENE M	PARAPROFESSIONAL	1,553.34	
EDWARDS, HUNTER H	RECYCLING	108.00	
BERNARD, ADELEI L	SUBSTITUTES-SCHOOLS	1,098.50	
SMITH, DEBRA A	RECYCLING	54.00	
CHEVALIER, ERIN E	SUBSTITUTES-SCHOOLS	212.50	
SWEENEY, SEAN E	SUBSTITUTES-SCHOOLS	4,046.00	
PYZOCHA-KIS, MELINDA L	ELEMENTARY TEACHER	750.00	
VIGNEAULT, NOREEN E	HS TEACHER	1,463.88	

